

Fifty-Sixth

ANNUAL REPORT

Inter-Lakes School District

Meredith • Center Harbor • Sandwich

New Hampshire

For the fiscal year ending June 30

2011

March 7, 2012

Great Schools - Strong Communities - Personal Success

INTER-LAKES SCHOOL BOARD PHILOSOPHY OF EDUCATION

Public schools are shaped by and, in turn, shape the society that administers them. As such, the schools should be sensitive to the needs of the community while being ever mindful that, ultimately, they must produce individuals with the ability to evaluate and change that society for the common good. The schools must provide the opportunity for each student to become aware of his or her own innate abilities while, at the same time, imparting knowledge, stimulating curiosity, encouraging creativity and teaching the principles of reasoning and logical thought.

Adopted: May 10, 1982

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Inter-Lakes School District Officers 2011-2012

Mr. Lee W. Quimby	Moderator
Ms. Karla J. Cashman	Clerk
Ms. Karen S. Peranelli	Treasurer

School Board Members

	TERM EXPIRES
Mr. Richard E. Hanson, Member-at-Large, Chairman	2014
Ms. Rebecca Alosa, Center Harbor (<i>Resigned</i>)	2013
Ms. Carol A. Baggaley, Center Harbor	2012
Mr. John R. Carty, Meredith	2013
Mr. Daniel J. Cunningham, Sandwich (<i>Resigned</i>)	2012
Mr. Howard N. Cunningham, Sandwich	2014
Mr. John Martin, Sandwich (<i>Appointed</i>)	2012
Ms. Lisa A. Merrill, Meredith	2012
Ms. Sally Whalen, Center Harbor (<i>Appointed</i>)	2012
Ms. Chelsea Colby, Student Member	2012

Administrators

Dr. Phillip G. McCormack, Superintendent of Schools	School Administrative Unit #2
Ms. Patricia M. Temperino, Assistant Superintendent for Business	School Administrative Unit #2
Mr. Charles L. DiCecca, Director of Special Education	School Administrative Unit #2
Ms. Kathleen M. Hill, Curriculum Coordinator	Inter-Lakes School District
Mr. Everett M. Bennett, Principal	Inter-Lakes Middle Tier (Grades 5-8)
Mr. John T. Hansen, Teaching Principal	Sandwich Central School
Dr. Steven T. Kelley, Principal	Inter-Lakes Elementary School (Pre-K-4)
Ms. Patricia E. Kennelly, Principal	Inter-Lakes High School
Ms. Christina A. Gribben, Guidance Director	Inter-Lakes School District
Mr. Allan C. Hale, Technology Director	Inter-Lakes School District
Mr. Chris Wald, Facilities Director	Inter-Lakes School District
Mr. William R. Athanas, Assistant Principal	Inter-Lakes Junior/Senior High School
Ms. Kathleen A. Mulcahy, Assistant Principal	Inter-Lakes Elementary School (Pre-K-6)

Office: School Administrative Unit #2
 Humiston Building
 103 Main Street, Suite 2
 Meredith, New Hampshire 03253
 Telephone: 603-279-7947

School District Meeting Rules of Order New Hampshire Revised Statutes Annotated Chapter 40

1. Call meeting to order
2. Invocation
3. Pledge of Allegiance and Star Spangled Banner
4. General Information
 - a. No smoking in building
 - b. Locate exits
 - c. Restroom locations
 - d. Use of cellular phones will be restricted to areas outside of the meeting room
 - e. Meeting is not conducted under Roberts' Rules
5. Rules of Meeting 40:4
 - a. Anyone wishing to make a motion, second a motion or wishing to speak on an Article must first be recognized by the Moderator. 40:7
 - b. All speakers must address the Moderator; there will be no cross-floor debates.
 - c. When recognized, please go to a microphone and state name and town before making or seconding a motion or speaking on an article.
 - d. A motion to "call the previous question" can cut off debate and, if seconded, must be voted on immediately. The motion is not debatable and so a two-thirds favorable vote is required.
 - e. Voting will be done by a show of voting cards.
 - f. Seven voters may challenge the declared vote on any Article, before the next Article is brought up, then a secret ballot must be held. 40:4b
 - g. If a secret ballot is desired on any Article, a written request signed by five voters (in attendance at the meeting) is required and presented to the Moderator. 40:4a
 - h. Any Article may be legally amended; each amendment will be discussed independently and acted upon before the Article is called.
 - i. A motion to reconsider an Article may be made at any time prior to final adjournment and the Article would be taken up again immediately unless protected by a vote to restrict reconsideration. 40:10
 - j. Five voters (in attendance at the meeting) may request a recount of a secret ballot before the next Article is taken up. (The vote margin must be less than 10% of total votes cast.) 40:4a
 - k. Only registered voters may vote.
 - l. Only registered voters, school officials, and the district's attorney may speak to questions, unless the meeting votes to allow anyone else to speak.
 - m. The Moderator can be overruled by a simple majority vote. Any challenger will be recognized and no second is required. The challenger has the right to state his or her reasons for the challenge.
 - n. RSAs (Revised Statutes Annotated), which are state laws, cannot be overruled by the meeting.

INTER-LAKES ANNUAL SCHOOL DISTRICT MEETING

Center Harbor, Meredith, Sandwich

MARCH 12, 2011

The Annual Meeting of the Inter-Lakes School District was held on Wednesday, March 12, 2011, at the Robert F. Pottle Memorial Auditorium of Inter-Lakes High School.

At 10:00 a.m., Moderator Lee Quimby called the meeting to order.

The Moderator stated that the Invocation would be given by Reverend Dr. Marshall Davis of the Federated Church in Sandwich.

The Moderator requested a moment of silence for Senator Carl Johnson who passed away last year. He served this District for many, many years.

The Moderator commented on an article in the Union Leader stating that Inter-Lakes has won the LifeSmarts competition for the third year in a row and will be off to Los Angeles, California for the National Competition. Members of the team consist of Cody Cook, Gaylan Muscat, Ted Willey, Austin Hart, and Sven Gustafson. The state competition took place at Southern New Hampshire University.

Cody Cook, School Board Student Representative, led the Pledge of Allegiance and Megan Reed sang the Star Spangled Banner.

The Moderator announced the official results of the school district election:

At-Large - Richard Hanson received 1101 votes and Mark Billings received 762 votes
Sandwich - Howard Cunningham received 1340 votes
Moderator - Lee Quimby received 1721 votes

At the Moderator's request, school board members, the school board chair, superintendent, assistant superintendent, school district legal counsel, and school board student representative introduced themselves.

The Moderator stated that the meeting would be conducted under the rules as listed in the annual report. The Moderator read the rules of the meeting. They included:

- A.) Anyone wishing to make a motion, second a motion, or wishing to speak on an Article must first be recognized by the Moderator. 40:7
- B.) All speakers must address the Moderator; there will be no cross-floor debates.
- C.) When recognized, please go to a microphone. State name and town when making or seconding a motion.
- D.) A motion to call the previous question can cut off debate and, if seconded, must be voted on immediately. The motion is not debatable and so a two-thirds favorable vote is required.
- E.) Voting will be done by a show of voting cards.
- F.) Seven voters may challenge the declared vote on any Article, before the next Article is brought up, then a secret ballot must be held. 40:4b.
- G.) If a secret ballot is desired on any Article, a written request signed by five voters (in attendance at the meeting) is required and presented to the Moderator. 40:4a

- H.) Any Article may be legally amended; each amendment will be discussed independently and acted upon before the motion is called.
- I.) The motion to reconsider an Article may be made at any time prior to final adjournment and the Article will be taken up again immediately unless protected by a vote to restrict reconsideration. You cannot restrict reconsideration before a vote is taken, but you can only restrict reconsideration after a vote is taken and you can do that any time up until the end of the meeting. 40:10
- J.) Five voters (in attendance at the meeting) may request a recount of a secret ballot before the next Article is taken up. (The vote margin must be less than 10% of total votes cast.) 40:4a
- K.) Only registered voters may vote.
- L.) Only registered voters, school officials, and district’s attorney may speak to questions, unless the meeting votes to allow anyone else to speak.
- M.) Moderator can be overruled by a simple majority vote. Any challenger will be recognized and no second is required. The challenger has the right to state his or her reasons for the challenge.
- N.) RSA’s, which are the revised statutes annotated of the state, cannot be overruled by the meeting.

ARTICLE 1

The Moderator read Article 1.

It was moved by Mr. Howard Cunningham, Sandwich, and seconded by Ms. Lisa Merrill, Meredith, to see what action the District will vote relative to the reports of Agents, Committees, or Officers chosen.

Article 1 carried in the affirmative by the show of voter cards.

ARTICLE 2

The Moderator read Article 2.

It was moved by Ms. Lisa Merrill, Meredith, and seconded by Ms. Rebecca Alosa, Center Harbor, to see if the District will set the salaries of District officers for the coming year as follows:

Moderator	\$ 100.00
District Clerk	\$ 20.00 per hour
School Board Chairperson	\$1,200.00
School Board Members (6) each	\$ 900.00
District Treasurer	\$1,500.00

Article 2 carried in the affirmative by the show of voter cards.

ARTICLE 3

The Moderator read Article 3.

It was moved by Mr. Hanson, Center Harbor, Member-At-Large, and seconded by Mr. Jack Carty, Meredith, to see if the District will vote to approve the cost items included in the collective bargaining agreement reached between the Inter-Lakes School Board and the Inter-Lakes Education Association which calls for the following increases in salaries and benefits at the current staffing levels. Pursuant to RSA 273-A:12, VII, this collective bargaining agreement, including the pay plan, but excluding cost of living increases, will continue until a new agreement is executed.

<u>Year</u>	<u>Estimated Increase</u>
2011-2012	\$267,853

And, further, to raise and appropriate the sum of \$267,853 for the upcoming fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits over those of the appropriation at current staffing levels paid in the prior fiscal year.

Richard Hanson referred the citizens to Page 4 of the booklet, Proposed 2011-2012 Budget Information Packet. He stated that this agreement represents a 1% on the base increase. It's a cost increase of \$267,853. This represents a 1/32% increase in the overall budget and an average increase for members of 2.72% and that's inclusive of steps. The agreement reflects a very keen awareness of the economic climate on the part of the board and on the part of the teachers association. I believe it to be the lowest percentage increase ever negotiated between the teachers and the school board. He added that this was a one-year agreement because the board recognized that, with the uncertainty of the times and not really knowing what the future holds for us, the board would be better to do a short-term agreement. It was also with the recognition that, in the next agreement, we negotiate that all items would be up for negotiations. He also reported that the board unanimously ratified this agreement between the negotiating team for the ILEA and the negotiating team of the school board.

Collette Worsman, Meredith, heard that it was a one-year agreement, so what would be the expiration date? Mr. Hanson responded that this agreement will commence on July 1, 2011 and will expire on June 30, 2012. We will be entering negotiations again either late this spring or next fall for the next contract. Ms. Worsman stated that, in New Hampshire, we have an Evergreen Clause. It is before the House and it has been voted down but, unless you build it into the contract, you are building in irrespective of what the House, Senate and Governor sign into law, you've built into this agreement an Evergreen Clause simply by the last sentence saying that it will continue until a new agreement is executed.

Collette Worsman, Meredith, amended the motion that this agreement expire on June 30, 2012 if this article passes. Robert Flanders, Meredith, seconded this motion.

Collette Worsman, Meredith, stated that, in New Hampshire, the only individuals that I've seen receiving increases are the teachers. There has been a bit by the town employees for this year, but they have essentially had no raises that were authorized by the Board of Selectmen for our third year, disregarding the pool. The balance of the taxpayers are not only not receiving an increase, some are getting a decrease so I would hope that this motion is passed and then once that passes, the entire article be voted on against.

Holly Tetreault, Meredith, stated that, as a lay person who doesn't have a college education, simply a gardener, wanted to know what our SAT scores were last year as compared to this year. Have the scores gone up because, as a gardener, it seems to me that, if my flowers stop blossoming, Rusty is going to stop paying me. Our SAT scores haven't gone up enough to warrant these teachers earning a raise. In the real world you have to merit a raise and I haven't seen these teachers merit a raise after the fiasco of last year.

Robert Flanders, Meredith, wanted to make sure what we are voting on. There are 46 steps in the system, so this percentage increase is for the base rate, but if I understand this correctly, they will get their step increase anyway, is that correct? Mr. Hanson concurred. Mr. Flanders asked what the percentage increase across the district is for the teachers with the step increase. Ms. Temperino stated that the increase would be 2.72%. Mr. Flanders added that he doesn't know anyone in the private sector who is getting a raise, but yet these people are paying the bill. I have 9 kids that are going to be going through the Inter-Lakes School District, so I have a very strong vested interest in the kids here getting the best possible education. I am concerned about performance. If you look at our district group with districts of similar size, we have the second highest cost for teachers, we have below average test scores and there is something wrong with that. In the private sector, if you are performing below average, you have a problem, your revenues drop and you are at risk of going out of business. I think the first thing we need to concentrate on is to get these test scores up and then talk about raises. Mr. Hanson responded saying that the 2.72% - you have to realize that that is an average figure. The teachers are paid basically on a salary schedule of 10 steps where the substantial increases to take our teaching professionals from a relatively low starting pay to a fairly good pay by the time you get to step 10. Beyond that teachers receive 1% increase overall. Teachers at the top of the schedule do not get a substantial increase from that step.

Steve Merrill, Meredith, corrected some misinformation that has been out there on test scores. At the last school board meeting there was a great presentation on our NECAP results, as well as an excellent presentation by Ms. Gribben, our school guidance counselor, on our SAT scores. In some areas our SAT scores are slightly above average for the state. It varies from year to year due to our small enrollment and we are above average in writing and reading and slightly below average state wide. The numbers I'm quoting makes a fair comparison of public schools, not including private schools. Just asked everyone to talk from the same facts.

Chris Williams, Meredith, requested clarification on Ms. Worsman's motion that, if approved, she would like the contract to expire on June 30th and that the warrant articles, as unamended, that we are considering, says that the contract would continue, without increases until a new one is put in place or renegotiated, is that correct? The fundamental question is to determine if, on June 30th, we want the teachers to be working with or without a contract. It's better to have the teachers under contract without an increase than to have them without a contract. It is best not to vote for this amendment.

Barbara Loughman, district's attorney, clarified this discussion by stating that RSA 272-A:12, VII - up until a couple of years ago, when a collective bargaining agreement expired, the law was that the people covered by the agreement were frozen, they would get the same salary the following year after the agreement had expired that they got under the last year of the agreement. A couple of years ago the statute was amended to provide that they get steps after the agreement has expired. That amendment applied only to new agreements entered into after July, 2008. Under that law, and that was still the law in effect when the warrant was prepared and printed, approval of the collective bargaining agreement would mean that, when the agreement expires on June 30, 2012, and you do not have a new agreement, the teachers would receive steps, they would not be frozen. Now what has happened, in February of this year, the legislature changed the law again to take out that, what we call, automatic evergreen language. Now we are back to where we were a couple of years ago. If the agreement expires and you do not have a new agreement, the salaries will be frozen. This language in the collective bargaining agreement article was simply explaining what the old law was; it is no longer the law. If there is not an approved agreement by March, 2012, then, for the 2012-2013 school year, no one will get steps. Under the law until February of this year, approval of the agreement would have meant that when the agreement expires, the teachers would get steps.

Mary Williams, Meredith, is clarifying that, if we do not pass with that language, the teachers would still have a contract, but they would be frozen as far as their steps were concerned or they would no longer be under contract to us because of what Ms. Worsman has proposed. Ms. Loughman stated that the contract remains in effect until there is a new agreement. The issue is do they get steps during that "status quo" time when you are operating under an expired contract or do they not? The change in the law now, the current law is that they will not receive steps. This language was in the collective bargaining agreement article because, at the time the warrant was prepared, the law was that they would get steps and the school board thought that the voters should understand that when voting on the agreement.

Mary Williams, Meredith, had another point of clarification. What would then happen with negotiations next spring if we pass something of this nature? How does that affect your ability to go to the table and negotiate with our teachers? Mr. Hanson stated that the law is the law, but boards can negotiate with their teachers to put in an Evergreen Clause. The law does not prohibit that; that is a negotiated item, but that would only take place in the context of negotiations which commence in the late spring/early fall.

Kathleen Hill, Center Harbor, asked if it makes any difference based on what the law is right now whether this clause is in or out. So if we take it out, it would mean the same thing as if it were in? Ms. Loughman was unsure as though it is simply an explanation of the law, the NEA could take/may take the position that, if you approve a collective bargaining agreement warrant article with that language in it, you have, in effect, adopted an evergreen clause. So if you want to be sure that the steps would not be paid after the agreement expired, then you may want to amend the article to take that language out.

Paula Tromby asked what the tax impact would be on the residents of the three towns on the \$267,853. Ms. Temperino referred the voters to page 12 of the informational packet. She stated that this shows the estimated tax impact for each warrant article by town. For the teachers' agreement, the \$267,853 has an estimated tax impact of \$0.08 for Center Harbor, \$0.10 for Meredith and \$0.09 for Sandwich.

Richard Gerken, Meredith, requested further clarification on the warrant article, as worded. He thinks what was said, as worded, includes the step increase - is that correct? Ms. Loughman stated that he was not entirely correct. She reiterated that the collective bargaining agreement itself does not have an Evergreen Clause. This language, RSA 273-A:12, the language in the statute is a statutory Evergreen Clause. At the time the warrant was prepared, that statute imposed on school districts and towns an obligation to pay steps during the "status quo." It has been changed so now it does not. All I am saying is that it is simply an explanation of the law - it is no longer correct. Approving the agreement with that language in it would not mean that the voters have voted to pay step. My concern is that NEA may take a different position. They may say well, that is no longer the law and you voted to approve the agreement anyway with that language in it so, therefore, you have agreed to pay step. So if you want to eliminate the ambiguity, make it clear you are not paying step, take out the clause. She suggested deleting that sentence as it eliminates any ambiguity as to the understanding of this meeting of what you are doing on voting on the agreement. Mr. Gerken deferred to Ms. Worsman in that she may want to amend it.

Collette Worsman, currently we are working under the current law which includes an Evergreen Clause and, if the Evergreen is discontinued, is voted into law, my question is how should this be worded that it accommodates the current law, but should the law change, that all raises cease at the close of June 30, 2012. How should the motion be amended so as to cover the inevitability of whichever way the law goes? Ms. Loughman first explained that her understanding that the law has passed both houses and it hasn't been signed by the governor, but it's been sitting there long enough so that it goes into effect. In either event, if you remove the sentence, that will eliminate the problem. If the anti-Evergreen law comes back, you will have to pay the steps. If it doesn't, you do not. Ms. Loughman's advice was, if you want to be sure you will not have to pay steps, if the legislature makes a change, just leave that sentence out - you do not need it. It is simply an explanation. If I may amend that motion to delete "Pursuant to RSA 273-A:11, VII, this collective bargaining agreement, including the pay plan, but excluding cost of living increases, will continue until a new agreement is executed." Ms. Worsman asked if Ms. Loughman was certain that, regardless of the law, it will expire on June 30, 2012 - we will provide no steps or COLA until a new agreement is reached. Ms. Loughman stated that she was certain that we would not have to pay the steps unless the legislature changes its mind and puts the Evergreen back in, in which case, there is nothing you can do about it anyway. Bob Flanders seconded that change in the amendment.

The Moderator clarified that Ms. Worsman is withdrawing the original amendment that she made. Ms. Worsman concurred.

Mary Williams, Meredith, spoke to the other side of this. In the private sector, raises have been frozen and people are not receiving raises and Mr. Hanson very clearly stated at one of the meetings stated that running a public school system is completely different from running a private company. I would recommend that we continue to support our teachers, that we continue to stay competitive. Scores are on the rise. We want to see the best children in our community. We want to see the best education coming through and by punishing them by burning this bridge is not a good move. I would ask that we move to vote on Ms. Worsman's amendment.

The amendment carried in the affirmative.

Dan Herrick, Meredith, requested clarification of Mr. Hanson's statement, "All items will be on the table next year?" Mr. Hanson responded that, in the bargaining agreement that is before you now, health-related issues were not a part of the negotiating process. They were excluded in an agreement entered into with the teachers association last year, wherein they agreed to modify their health insurance pharmaceutical benefits. They changed to a more costly plan. They also gave back a day's pay, a furlough day. In return for that, the board agreed that, in the subsequent negotiations, we were not going to entertain health insurance. At our next negotiations, every matter that is legally negotiable will be negotiated. Ms. Temperino stated that that was part of a sidebar agreement, a memorandum of understanding that went into effect last year and it is in the public record.

Nancy Frederickson, Sandwich, stated that it appeared to her that a number of people were not prepared for that vote and it appeared that things were moving at a pace that was a little bit faster than what people were comfortable with. In the interest of bringing people up to the same level, I would read what my understanding of what article 3 reads right now:

“To see if the district will vote to approve included in the collective bargaining agreement reached between the Inter-Lakes School Board and the Inter-Lakes Education Association which calls for the following increase in salaries and benefits at the current staffing levels.

Year 2011-2012 Estimated Increase \$267,853

And, further, to raise and appropriate the sum of \$267,853 for the upcoming fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits over those of the appropriation at current staffing levels paid in the prior fiscal year.”

What this means is, if Article 3 passes as stated, if a new contract has not been negotiated or put forth to the voters, the teachers will continue into the following year, at the exact same salary that they would be receiving on this passed amendment. Is that correct? Ms. Temperino stated “yes.” If Article 3 does not pass, what would the teachers be working under? Ms. Temperino stated that they would work under their current 2010-2011 salary schedule. Ms. Frederickson stated that her understanding of that salary schedule, it was negotiated at a time that made it exempt from any Evergreen language so, if they would not be receiving any steps, it would be locked into the past - Ms. Temperino stated that it is our understanding that there was no Evergreen Clause agreed to because that agreement was made prior to the Evergreen law which has now been rescinded.

L. Michael Hatch, Meredith, moved the question.

Martin Glenday, Sandwich, seconded.

The Moderator stated that to move the question it needs a two-thirds vote and there was not a two-thirds vote. Discussion continued.

Collette Worsman, Meredith, stated that, included in the salaries, multiply each again by a minimum to a half to two-thirds to include the benefits. If someone is earning \$40,000, add \$20,000 to \$25,000 to that salary for insurance, dental, health, sick days, and accrued vacation.

Justin VanEtten, Meredith, supports Article 3. He stated that he thinks the teachers to a good job of educating the students. I think the people that we should be disappointed with are the people we have elected to represent us in these negotiations. Just because you guys can't negotiate does not mean that the teachers are doing a bad job. As part owner of the ambulance service that services area towns, he could not raise prices as all the residents in these towns are not seeing raises - it isn't fair. You guys have never negotiated a contract that even manages to hold steady at what the state's COLA is. You guys give two or three times what the state COLA is. You need to do a better job. Why is it that our selectmen can negotiate a better contract than you guys can with these teachers? The teachers do a wonderful job, but why can't you guys do average when it comes to negotiating?

Warren Clark, Meredith, I come from the private sector and don't understand how schools work. He was wondering if we had a shortage of qualified candidates applying for open positions in the school system because the salaries are too low or if we are losing good teachers because the salaries are too low. I come from a world of supply and demand - pay more for better person. Dr. McCormack responded that, contingent upon where the vacancy occurs, there can be a critical shortage in teachers. At the high school level we see significantly fewer. In the past we might have had one or two candidates per position, especially in areas of science, math, and sometimes music. It varies. The state develops a critical shortage list each year depending upon what is available. World language is another one. We do not see the same situation at the elementary level. Do we attract/attain based on salaries? It is a factor, but not the only one. Some leave for a better benefits package. There are a number of variables that go into that. Mr. Clark then asked, in order to attract the math and science teachers at the high school, do you pay them more? Are there different salary schedules? Dr. McCormack clarified by stating shortages are contingent upon the year, it's not always science and math. This is developed by the Department of Education in Concord. We do not pay them on a separate pay schedule. Mr. Clark asked what was on the critical shortage list now. Dr. McCormack responded world language, math, science, almost every aspect of special education, possibly music, reading specialist, media generalist, and librarian may also.

Chris Williams, Meredith, asked for clarification of the additional value for salaries. Ms. Temperino stated our average total compensation package for teachers is around \$90,000. Mr. Williams asked for a percentage as to salary and benefits. Ms. Temperino stated that it depends on where teachers fall on the salary schedule and what kind of benefits they take, so it's difficult to say.

Janet LoSaba, Meredith, stated that she is listening to all these arguments about money, but what about the students. In 1987 corporations took away pensions, restructured, and dismissed many people. Education is the most important thing in this country. If we don't have good leaders, if we don't educate our children, we are a dying nation and that you're arguing about salaries. This is amazing to me. They ask for so little. Think about our future. Nothing comes free.

Dan Herrick, Meredith, asked what our attrition rate is, not including retirement, for teachers who are leaving because a \$90,000 package is insufficient and what is our recruitment method? Dr. McCormack stated that we recruit with advertising, web-based EdJobsNH, school district website and the local media. Mr. Herrick reiterated, what is the attrition rate not including retirement? Dr. McCormack stated that he doesn't think we have a lot of people leaving to go to other jobs. I don't remember people leaving unless they are retiring, marriage or going back to school and that has been very few. Dr. McCormack added that, if we cannot draw anyone, we may call some of the post-secondary institutions and ask if they know of any candidates. We don't hire someone to pirate someone from another school district. Mr. Herrick asked if that was a business policy. Dr. McCormack stated that it is a practice. Mr. Herrick asked if it was universal in the state and Dr. McCormack responded that it was.

Mark Flanders, Meredith, believes that some of the discussion has missed the point that it isn't about whether our teachers are doing a good job. I have three kids in the school system, three more coming your way. I have a vested interest and a great experience with our schools. That is not the issue. But I will say, given the economic reality, I run a small business. I had twelve employees, I currently have one. He received a significant decrease in his compensation. That is the reality of the economic situation we are in. Given that reality, I would say our teachers, by and large, do a great job; however, I urge that we defeat this amendment and allow the salaries to continue at what is currently an adequate rate given the economic situation. Urge to defeat Article 3.

Roger Simmons, Meredith, moved the question. Mr. Worsman seconded. Motion to move the question carried.

The Moderator stated that he has a petition for a secret ballot vote.

Article 3 carried in the affirmative with a ballot vote of 175 yes, and 119 no.

It was moved by Steve Ross, and was seconded by the floor to move on to Article 5 and will go back to Article 4 should it be deemed necessary.

Motion carried in the affirmative.

ARTICLE 4

It was moved by Nancy Frederickson, Sandwich and seconded by Mark Flanders, Meredith, to pass over Article , as Article 3 was voted in the affirmative and this article is no longer necessary.

Article 4 carried in the affirmative.

ARTICLE 5

The Moderator read Article 5.

It was moved by Mr. Richard Hanson, Center Harbor, at-large member, and seconded by Mr. Jack Carty, Meredith, to see if the District will vote to raise and appropriate the amount of \$20,161,545 for the support of schools, for the payment of salaries for the school district officials and agents, and for the payment of statutory obligations of the District. This article does not include appropriations voted in other warrant articles.

Mr. Hanson referred voters to page 5 in the booklet. He reviewed the process that is used. At some point in the fall, the board gives direction to the superintendent as to the budget. Sometimes we give a specific percent, sometimes we say very little. This year we gave direction to the superintendent to generate a budget that was as lean as possible, especially in the context of the economic times. The superintendent seeks input from his administrators who seek input from staff and faculty. They meet, they discuss, eventually that information is consolidated and we have a budget session where the budget is presented to the board. We spend most of Martin Luther King Day discussing it. Everyone presents and defends their budget. This is open to the public. We then subsequently make a decision as to what we are going to present to the public hearing. We conduct a public hearing where we listen to input from those present. After the public hearing, the board makes a decision. The board does not sit and create this budget. This budget is made by the guidelines set by the board. We are not at the meeting with the administrators. We are not educational professionals. We rely on the people that we hire to do the best they can to provide the best quality education to our students in the most efficient manner and what eventually took place, we voted on what we felt would be the budget you are now seeing. I want to highlight that this was a unanimous vote. I think the board did its job. Everything we do is really a recommendation and we are recommending this to you. It represents an overall decrease of \$2,494. On page 12 in the booklet is the tax impact which Ms. Temperino will explain. The budget is a decrease of \$2,494. When you take into consideration an estimate of revenue, we expect an increase and with those two combined, it decreases the assessment that would come back to taxpayers by \$110,493. As you may recall, I've said in the past, revenue estimates are very much an estimate and we don't know what will happen to revenues that we receive. We see revenues from multiple sources - local, state and federal. What comes back is what is apportioned or assessed. This estimate would reduce Meredith tax by about \$0.15 and would increase Sandwich impact by \$0.40 and Center Harbor decrease by \$0.04. The assessment is apportioned back to the three towns that make up the district based on the number of students, the average daily membership of each contributing town, and the property valuation. Sandwich happens to be the only town within the district that has had increased attendance and increased property valuation. That is how that impact is derived.

Mr. Carty, Meredith, stated that he has never seen a budget that can't be trimmed and, during the debate and discussion, there were some suggestions made to do a little trimming here and there, but we arrived at this number. There is a major risk with trimming this budget. This will take effect on the first of July and will pay the teachers and everything else to operate the school system from July 1, 2011 through June 30, 2012. Normally there are revenue considerations in a budget. We expect to get money from the state. The state has been regularly clipping money or reducing money to the retirement system. Currently the governor's budget is zero, which means you and I pick up the difference in the retirement system. There is also a proposed change in the catastrophic aid which is the special needs aid. This year's budget has gone down in the special needs area, but a single student moving in the area that has special needs could easily cost an excess of \$100,000. We don't know if that's going to happen. There is risk if we cut it here today. If we do cut it today and the governor's budget prevails, there is no revenue for retirement, catastrophic aid may change, and then when we start next year, we are going to have to make some very hard choices. The possibility exists that it may not be simply trimming around the edges.

Steve Roth, Meredith, asked if this budget does not pass, does it go to a default budget from last year. Ms. Temperino stated that there is no default budget. We would have to come up with a different number today.

Don Ewing, Meredith, stated that, across this country, we have a lot of families that are making a lot of very hard choices every day. The private sector has been hit very hard by this recession. Last year my tax bill went up by 7.7%; since 2007 they've gone up just under 27%. We are in kind of tough times. I've spent 40 years in business and there isn't anything that can't be cut. We are currently 10.4% higher costs than the NH state average and, if I refer to the Citizen or the Meredith News, we are not really doing a whole lot better than the rest of the folks. We just voted and may be giving increases to the teachers who are the front line on the ballot. I'm sure they are great teachers and we should be rewarding those great teachers. Along that line I wish to amend this article.

It was moved by Don Ewing, Meredith, to amend Article 5 “to replace the sum of \$20,161,545 with the sum of \$19,153,468 which is a 5% decrease which I am sure the board and school system can figure out how to do. The amendment was seconded by Collette Worsman, Meredith.

Collette Worsman, Meredith, speaking as only one representative, indeed the governor’s budget did have some pass down to the cities and towns, but I, along with a large contingent of representatives, have committed to do all that we can to balance the state budget without requiring more money from cities and towns. There is no guarantee until the governor signs it. I can say that your representatives from Meredith, as well as senators, are committed to do all we can that we mitigate and eliminate the pass down to the cities and towns in the state budget. I am hoping that and expecting that that is not going to become the case.

Holly Tetreault, Meredith, during the discussion of Article 3, I observed a board member texting while discussing it and find it rude and inappropriate and unprofessional and you asked that that wasn’t done and would like the moderator to reiterate that to the board members please. There was a request for a secret ballot on this amendment.

The Moderator reiterated that usage of cellular phones will be restricted in areas outside of the meeting room.

Nancy Frederickson, Sandwich, spoke to the 5% reduction amendment, stating that it would be up to the board as to what would be cut, but it would probably be the diagnostics and prescriptive teacher, world language program, teacher positions at the elementary schools, extracurricular, field trips, music, band, destination imagination and would like to add that this budget has absorbed non-negotiable increases through our health care increases which we are all feeling whether we are in public or private situations, so my understanding would be that, if we were to vote in favor of this amendment, the cuts would go even deeper because we have less that we can work with. I ask that this voting body vote this amendment down and any future amendments that would decrease this budget down.

Tom Flischman, both of my parents were teachers and my wife also. The attrition rate is low for teachers because you are penalized so heavily for pulling out early. You are penalized on your retirement. You really have to work until you are age 60 or you are penalized quite heavily as opposed to a policeman who can retire at 46 or 47 and pull in over \$50,000-\$60,000 per year. Another thing is that Center Harbor, Sandwich and Meredith are lucky enough to be paying the lowest taxes in the state. I feel like we are very lucky to have those rates. I have no complaints about my tax rate and paying teachers. I have also been lucky to have the health insurance in Tamworth and Plymouth. I chose not to take the one in this district because it was not as good as the other ones. They are not getting any great benefit with the health insurance here. I think it’s good that they are getting health insurance. Other districts are better. Teachers make a huge sacrifice with salaries. It tops off at about \$75,000. My wife started off ten years ago at \$23,000 and that is not very much as a starting pay. Teachers start at close to that now which is not really a living wage. Teachers’ pay, since the early 60’s, has not kept up with the cost of living and they do not receive the benefit of the private sector of having the opportunity of ever making \$100,000. I, myself, did not want to be a teacher. It’s not an easy job and I do not support this amendment. I think teachers are underpaid to begin with.

Phyllis Hamblet, Meredith, stated that she thinks the school board has done a very good job at trying to make this budget comparable to what we can afford and our tax rate. I strongly recommend that you vote against this amendment.

Paula Trombley, Meredith, stated that her understanding is that a large part of this budget cannot be touched by amendment and so there is a much smaller portion of this budget that this will come from. This is a 5% decrease. Based on where it has to come out of, can you tell us what that portion actually would be, percentage-wise. Ms. Temperino stated that there is a graph/pie chart on page 8 in the booklet. Seventy-five percent of costs are salaries and benefits. Teachers and support staff that are represented by unions, their rate of pay cannot be changed, but that does not mean we are obligated to keep the same number of staff. If this amendment passes, the school board and administration would have to look to find a million dollars in the budget. If I had to make a guess as to where that would be, it would probably include staff. Ms. Tromby then asked if it could come from the whole budget. Ms. Temperino stated that there are fixed costs, we still have to pay fuel oil, we have to provide electricity, we have to meet a minimum standard set by the state, but we could reduce the number of teachers.

Steve Ross, Meredith, called the question. L. Michael Hatch seconded.

The motion to call the question carried in the affirmative.

The Moderator stated that, once again, we do have a secret ballot that has been requested.

The amendment to Article 5, decreases the amount of money to be raised by 5% reducing the budget amount to \$19,153,468, was defeated with a ballot vote of 82 yes, and 206 no.

Elizabeth Lapham, Meredith, asked for clarification as to the effect on her taxes. If this budget is approved, the taxes in Meredith for the school district portion will decrease.

Steve Merrill, Meredith, wanted to elaborate on something that Mr. Carty said and Dr. McCormack explained at the last school board meeting regarding the governor's budget. There is \$480,000 that would be cut from our revenues if the governor signed the budget. If this budget passes as proposed, the District will have to find the revenues for \$480,000 worth of cuts to accommodate that lack of revenue from the state. So we would probably be talking about many of the things that were in the last year's Level 1, 2 and 3 lists. Dr. McCormack stated that we would have to look at things across all three levels. Where we would get hit the worst would be on the retirement, up to \$355,000 that the state would not be contributing.

Peter Brothers, Meredith, just wanted to respond to the green sheet information, showing the Meredith portion being negative for this year. If the 5% had been passed, that number would even be a larger decrease. Also, it's a moving target. It's based on total assessed evaluations, the district apportionment, and also the number of students that happen to be in the Inter-Lakes school system, so it's a very narrow perspective of what's going to happen in the ensuing year. What you really need to look at is what is the impact going to be in the past and going forward. So it's not as rosy as it appears, it's strictly a moment in time.

Mark Flanders, Meredith, I think there are a couple of things we are overlooking in this discussion. First, last year's proposed budget was \$800,000 less than this year's proposed budget, so to reiterate Mr. Carty's comment; there is always room to cut. We should be able to get by this year with a little less in this year's proposed budget. It was viable to do last year, \$800,000 less. Also, have to agree with Mr. Brothers with the taxes. That assumes current valuations. My property has gone down; everybody's property has gone down. If they were to actually reevaluate properties for what it's really worth, then your tax rate would be going way up, so it's a little bit fuzzy math. I would like to propose a more modest cut.

It was moved by Mark Flanders to reduce the amount of Article 5 by \$200,000. It was seconded from the floor.

Ron Lowler, Sandwich, first on the amendment - it's about as arbitrary as the 5% was. Like Mr. Brothers, I'm a survivor of last year's meeting. Last year the school board did not recommend that budget unanimously. The school board has done an excellent job. I am really reassured that all of their hard work this year toward a unanimous recommendation of this budget. This is a good budget and I don't think we should cloud the issues by mixing them up with things like tax rates and whether or not Sandwich is ranked 225th in our school board tax rate or whether we should come all the way up to 219th next year if we cut \$200,000. I would definitely vote against this amendment.

Mr. Ewing, Meredith, questioned the amount of money just added into Article 3 already included in the money in Article 5 or won't that 1% in the budget more than offset the two cent reduction in the rate. The Moderator responded that the article read, "this article does not include appropriations voted in other warrant articles. Ms. Temperino stated that the estimated tax rate on page 12 of the booklet is based on all articles passing."

Susan Shapiro, Sandwich, stated that one of the former speakers used the term narrow-mindedness and I would apply that to some of this conversation in general. We are talking about numbers, but we aren't here about numbers, we are here about children. I'm a parent of 4 kids, all of whom attend various schools in the district. Unlike some people who come to the microphone and say they don't know a lot about education, I know a ton about education.

I've been a teacher, I coordinated a master's program at Plymouth, elementary ed certification, but really I speak as a parent because, if we were to take money out of the budget, I suspect some of those cuts might come at the level of the paraeducators. There are students in classrooms that rely on paraeducators for support to be successful and, if those students didn't have that paraeducator support, if we used a narrow-minded lens of money, we would actually be costing ourselves more money in the long run. It's kind of like the question about kindergarten, to what questions is the answer to not support 5 years old a good answer. Even if we were to look at it financially, we would be making the wrong decision to take away supports and services. I have 3 kids who would not be able to be successful in the school district if they didn't have paraeducator support. I just want to bring the conversation broader to say let's let go of some of the money focus, it's not that much money that we are talking about, but the scope of the children's lives is huge. I have a lot of gratitude for the teachers in this school district, so thank you to them.

Mark Flanders, Meredith, stated that, unfortunately, it is about the money. The economic situation makes it about the money for most of us. If that's not the case for all of us, good for you. I don't think \$200,000 in the scope of \$20 million is ridiculous to find. If it comes at a cost of a couple of paraeducators, I think I'm okay with that. It's almost a joke in the school and amongst those who work as paraeducators, how many they have, that they are there and mostly unneeded. I know that is an unpopular thing to say, I'm sorry, but I get that feedback from people that there are more paraeducators than we need and whether we find it there or someplace else, it can be found.

Lisa Davis, Meredith, also wanted to comment on the subject of paraeducators. I remember from last year that it was stated that number had gone up despite the fact that enrollment and the number of kids needing them had gone down. I have not heard that point addressed at all today. I am wondering what has happened with attrition with ancillary staff, paraeducators in particular.

Dr. McCormack stated that the large majority of our paraeducators come in they are of special education, meaning that the student's individualized education plan requires that. I can give you the exact percentage of that. Please realize that, in some instances, if we are not able to support those children with an IEP, that could necessitate an out-of-district placement at well over \$100,000 per pupil so, in many instances, it is much more cost efficient and we are in better compliance with the federal and state law by having the paraeducators that we currently have. There are 64 out of 80 paraeducators there because they are specified in the IEP. We have seen increases in the number of children coming in with special needs and the severity of those needs. Ms. Davis asked about the other 16. Dr. McCormack stated that some are used in Title 1, which is a federally-funded program, by federal law they are there to provide a supplemental remedial program. Others would be health aid, academic support, library aid, suspension room, student support center. They work with the students who are not coded that we don't want to fall in the crack. They work in NovaNet to help the less motivated students meet graduation requirements.

Steve Ross, Meredith, called the question. Jim MacMillan seconded.

The motion to call the question carried in the affirmative.

The amendment to reduce the budget by \$200,000 to \$19,961,545 was defeated.

Article 5 is back to the original \$20,161,454.

Mike Hatch, Meredith, moved the question. Steve Ross, Meredith, seconded.

Motion to move Article 5 carried in the affirmative.

Article 5 carried in the affirmative with a show of voter cards.

ARTICLE 6

It was moved by Nancy Frederickson and seconded by Mary Williams to see if the District will vote to create an expendable trust fund under the provisions of RSA 198:20-c, to be known as the Inter-Lakes Elementary Playground Fund, for the purpose of funding the replacement of the playground equipment. Furthermore, to name the school board as agents to expend from his Fund, and to raise and appropriate up to \$50,000 (fifty thousand dollars) to be placed in the Inter-Lakes Elementary Playground Fund, with such amount to be funded from the June 30 unreserved fund balance available for transfer on July 1.

George Jewel, Meredith, asked if this money was coming from funds left over. Ms. Temperino stated that this is not new money. It comes out of the unreserved fund balance, but the Department of Revenue requires us to show it on both sides of the equation, but there is no tax impact.

John McCuin, Meredith, last year a comparison was done relative to tax increase and cost of hamburger. Well, my taxes, based on the school budget increases, went up \$300 twice. That's a price for a hamburger that I can't find in any restaurant around here. With that in mind, I work very hard to get the town to create ETF's because it's a good idea to plan ahead. The town has a system whereby \$90,000 is the minimum that goes into an ETF. Any less than that goes into the operating budget. The school equipment may be necessary, but it should be in an operating budget. The ETF is just one additional burden at a time when it shouldn't be there and it's going to cost us very expensive hamburgers.

Dan Herrick, Meredith, is curious about the unreserved fund balance. How big is it now because we just spent time talking about a budget and being bare-boned and now we are talking about taking money that is left over and what we are going to do with it instead of giving it back. I'm all in favor of the playground for my grandkids. I'm more concerned with the budgeting process that leaves us with planned-for unreserved funds. What was the unreserved fund last year, what is it this year? I also want to point out that we are talking about a budget that we just passed that is level, not sure if that included the \$164,000 projected revenue increase that's in the budget numbers. I'd much rather not have things come out of unreserved budget, I'd rather have a straight up vote. Ms. Temperino responded that an unreserved fund balance - at this point when we develop the budget I was estimating around \$370,000 because when the motion was made from the floor to increase the budget by about \$800,000, the school board decided that it would honor to the extent possible most of those requests from those taxpayers to add back those things that were cut, predominantly, staffing. There were things that, within that amount, the administration felt we did not need to expend. Some were co-curricular items that weren't populated enough to run; we didn't run them. Some other things that we have money that we anticipate having available is health insurance. Last year's rate came in slightly underneath where the guaranteed maximum was to fund the budget and I think that we will have a little bit of money left in fuel oil and a couple of other places throughout the budget. Traditionally, the unreserved fund balance this past fall was \$189,000, the prior fall was \$270,000. These came from fuel oil and health insurance. People changed their subscriptions and we had other smaller places throughout the budget where money was saved. We don't, as an administrative team or as a school board, design to spend everything that gets appropriated. We look throughout the year to make efficiencies and to try to save money where we can. In order to try to keep the unreserved amount pretty steady. The \$50,000 that is proposed in this warrant article would come out of that \$370,000 because we would be raising it \$50,000 in one spot but, from that \$370,000 estimate, it would be reduced by that \$50,000.

Nancy Frederickson, Sandwich, asked what the current condition of the playground was and the thinking of the \$50,000 into the unreserved fund. Dr. Kelly stated that the current playground consists of 3 structures and back 20 years ago they were state-of-the-art and made of wood. As such, over 20 years, we do all we can to maintain those structures to keep them safe, they are definitely showing signs of age at this point. This is part of the Capital Improvement Plan with a price tag of \$100,000 to \$150,000. This will give us seed money to start the process.

Mary Williams, Meredith, stated that she believed that the insurance company had concerns over our playground. Ms. Temperino stated that our risk management partner, Primex, does send out every couple of years someone to inspect the playground and there are concerns that are brought to our attention. We fix those we can fix, but some things Dr. Kelley spoke to, like the structure being made of wood, over time they degrade. These are where most of the concerns are now.

Robert Flanders, Meredith, first off I want to make it clear that I support the playground, but I want to point out how our society has changed. That was built by donated labor from contractors and donated materials from lumber yards and it cost the district zero when it was put in and it has served well for over 20 years. That is just a statement of how different we think now.

Chris Mega, Meredith, asked if the appropriation of Article 5, did that assume the unreserved of \$370,000. Is the money already in that figure or is that money coming back to us if we don't create this expendable trust? Ms. Temperino stated that Article 5 is just the appropriation side. At this point in time, we can only estimate revenues so that \$370,000 is part of the estimated revenue and revenue reduces that amount that gets assessed back to the district. You have voted in an appropriation so we can spend up to that amount of money. Any revenue we receive reduces the amount that needs to be raised through taxation.

Bev Lamper, Meredith, commented that the Meredith Rotary Club is donating labor and fixtures to building the restroom facilities at Childs Park. All hope is not lost.

The Moderator called the question.

Article 6 carried in the affirmative with a show of voter cards.

ARTICLE 7

The Moderator stated that Dan Cunningham has moved out of state and, therefore, has given up his school board position. He asked Dr. McCormack where the board stands on his replacement. Dr. McCormack stated that they have received one letter of interest from a Sandwich resident and would remind folks here that they will still accept letters until the 15th of March.

There being no further business to come before the district, at 1:05 p.m., it was moved by Peter Brothers, Meredith, and seconded by Chris Mega, Meredith, to adjourn the meeting.

The motion carried unanimously by a show of voter cards.

Respectfully submitted,

Karla J. Cashman
School District Clerk

I hereby attest that this is a true copy.

Karla J. Cashman
School District Clerk

**Inter-Lakes Cooperative School District Warrant
Election of Officers
2012
The State of New Hampshire**

To the inhabitants of the Inter-Lakes Cooperative School District comprised of the Towns of Center Harbor, Meredith and Sandwich, qualified to vote upon District Affairs:

YOU ARE HEREBY NOTIFIED TO MEET AT THE FOLLOWING LOCATIONS:

CENTER HARBOR Cary Mead Room, Center Harbor Municipal Building, 10:00 a.m. - 6:00 p.m.
MEREDITH Community Center, Meredith, 7:00 a.m. - 7:00 p.m.
SANDWICH Sandwich Town Hall, Center Sandwich, 10:00 a.m. - 7:00 p.m.

ON TUESDAY, MARCH 13, 2012, TO CAST YOUR BALLOTS FOR CANDIDATES FOR THE FOLLOWING OFFICES:

Article 1. To elect a Moderator for the ensuing year.

Article 2. To elect three (3) members to the School Board of the District for three (3) year terms:

- ❖ One Member from Center Harbor
- ❖ One Member from Meredith
- ❖ One Member Sandwich

To elect one (1) member to the School Board of the District for a one (1) year term:

- ❖ One Member from Center Harbor

The foregoing procedure calling for the election of your District Officers at the Annual Town Meeting is authorized by Statute RSA 671.22 Supp. and was adopted by the District at its 26th Annual School District Meeting, March, 1981.

GIVEN UNDER OUR HANDS AND SEALS AT SAID MEREDITH THIS 14th DAY OF FEBRUARY, 2012.

*Richard E. Hanson, Chairman
Carol A. Baggaley
John R. Carty
Howard N. Cunningham
John Martin
Lisa A. Merrill
Sally Whalen*

Inter-Lakes Cooperative School District Warrant 2012 The State of New Hampshire

To the inhabitants of the Inter-Lakes Cooperative School District comprised of the Towns of Center Harbor, Meredith and Sandwich, qualified to vote upon District Affairs:

YOU ARE HEREBY NOTIFIED TO MEET AT THE ROBERT F. POTTLE MEMORIAL GYMNASIUM, INTER-LAKES JUNIOR/SENIOR HIGH SCHOOL, MEREDITH, NEW HAMPSHIRE, ON WEDNESDAY, MARCH 7, 2012, AT SEVEN O’CLOCK IN THE EVENING (7:00 P.M.) TO ACT UPON THE FOLLOWING SUBJECTS:

Article 1. To see what action the District will vote relative to the reports of Agents, Committees, or Officers chosen.

Article 2. To see if the District will set the salaries of District officers for the coming year as follows:

Moderator	\$100.00
District Clerk	\$20.00/hour
School Board Chairperson	\$1,200.00
School Board Members (6) each	\$900.00
District Treasurer	\$1,500.00

Article 3. To see if the District will vote to approve the cost items included in the collective bargaining agreement reached between the Inter-Lakes School Board and the Inter-Lakes Education Association which calls for the following increases in salaries and benefits at the current staffing levels:

<u>Year</u>	<u>Estimated Increase</u>
2012-2013	\$97,178
2013-2014	\$241,074
2014-2015	\$231,698

And, further, to raise and appropriate the sum of \$97,178.00 for the upcoming fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those of the appropriation at current staffing levels paid in the prior fiscal year.

The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)

Article 4. Shall the District, if Article 3 is defeated, authorize the Inter-Lakes School Board to call one special meeting, at its option, to address Article 3 cost items only?

Article 5. To see if the District will vote to approve the cost items included in the collective bargaining agreement reached between the Inter-Lakes School Board and the Inter-Lakes Support Staff Association which calls for the following increase in salaries and benefits at the current staffing levels:

<u>Year</u>	<u>Estimated Increase</u>
2012-2013	\$29,724

And, further, to raise and appropriate the sum of \$29,724.00 for the upcoming fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those of the appropriation at current staffing levels paid in the prior fiscal year.

The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)

- Article 6.** Shall the District, if Article 5 is defeated, authorize the Inter-Lakes School Board to call one special meeting, at its option, to address Article 5 cost items only?
- Article 7.** To see if the District will vote to raise and appropriate the amount of \$20,258,880.00 for the support of schools, for the payment of salaries for the school district officials and agents, and for the payment of statutory obligations of the District. This article does not include appropriations voted in other warrant articles.
The Inter-Lakes School Board recommends the appropriation of \$20,258,880.00. (Majority vote required.)
- Article 8.** To see if the District will vote to raise and appropriate up to \$50,000.00 to be placed in the previously established Inter-Lakes Elementary Playground Fund, with such amount to be funded from the June 30 unreserved fund balance available for transfer on July 1, with no amount to be raised by taxation.
The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)
- Article 9.** To transact any other business that may legally come before the meeting.

GIVEN UNDER OUR HANDS AND SEALS AT SAID MEREDITH THIS 14th DAY OF FEBRUARY, 2012.

*Richard E. Hanson, Chairman
Rebecca Alosa
Carol A. Baggaley
John R. Carty
Daniel J. Cunningham
Howard N. Cunningham
Lisa A. Merrill*

Inter-Lakes Proposed Budget Summary 2012-2013

Account #	DESCRIPTION	Voted 2011/2012	Proposed 2012/2013	\$ Change	% Change	% of Total Budget	2011/12 FTE	2012/13 FTE	FTE Change
1100	Regular Education	8,028,249	7,865,651	(162,598)	-2.03%	38.83%			
	Teachers						78.53	77.53	-1.00
	Paraeducators						6.47	6.47	0.00
1210	Special Education	2,894,937	2,957,088	62,151	2.15%	14.60%			
	Teachers						13.00	13.50	0.50
	Paraeducators						61.40	60.40	-1.00
1215	Extended School Year	37,997	37,918	(79)	-0.21%	0.19%			
1260	Bilingual	36,956	36,571	(385)	-1.04%	0.18%			
	Teachers						0.50	0.50	0.00
1290	Special Ed. Assigned Coach	5,949	5,943	(6)	0.00%	0.03%			
1300	Vocational	65,000	100,000	35,000	53.85%	0.49%			
1410	Co-Curricular	102,300	98,537	(3,763)	-3.68%	0.49%			
1420	Athletics	331,211	309,668	(21,543)	-6.50%	1.53%			
	Athletic Director						1.00	1.00	0.00
1430	Summer School	32,519	28,951	(3,568)	-10.97%	0.14%			
2110	Attendance	1	1	-	0.00%	0.00%			
2120	Guidance	546,409	523,588	(22,821)	-4.18%	2.58%			
	Administration						1.00	1.00	0.00
	Teachers						4.10	4.10	0.00
2129	Guidance Secretarial	39,846	59,552	19,706	49.46%	0.29%			
	Support						0.85	0.85	0.00
2130	Health	210,464	210,879	415	0.20%	1.04%			
	Nurses						2.00	2.00	0.00
	Paraeducators						2.00	2.00	0.00
2140	Psychological Services	2,142	3,599	1,457	68.02%	0.02%			
2150	Speech Services	409,402	420,192	10,790	2.64%	2.07%			
	Therapists (Teachers)						3.00	3.00	0.00
	Assistants						2.15	2.15	0.00
2160	PT & OT	268,661	208,298	(60,363)	-22.47%	1.03%			
	Therapists (Teachers)						1.00	1.00	0.00
	Assistants						1.00	0.00	-1.00
2210	Technology	596,757	607,341	10,584	1.77%	3.00%			
	Administration						1.00	1.00	0.00
	Support						3.00	3.00	0.00
2212	Instructional Development	343,993	364,995	21,002	6.11%	1.80%			
	Administration						1.00	1.00	0.00
	Support						0.58	0.58	0.00
2222	Library	317,782	334,728	16,946	5.33%	1.65%			
	Teachers						2.00	2.00	0.00
	Paraeducators						2.40	2.40	0.00
2310	School Board Services	135,280	131,060	(4,220)	-3.12%	0.65%			
2320	Office of the Superintendent	662,869	695,810	32,941	4.97%	3.43%			
2410	Office of the Principal	814,265	828,556	14,291	1.76%	4.09%			
	Principals						3.80	3.80	0.00
	Assistant Principals						2.00	2.00	0.00
2412	Principal Support	355,171	370,199	15,028	4.23%	1.83%			
	Secretaries (school year)						3.00	3.00	0.00
	Secretaries (year round)						3.00	3.00	0.00
2590	Auditorium	18,766	18,752	(14)	-0.07%	0.09%			
2610	Operation of Plant	1,386,360	1,437,973	51,613	3.72%	7.10%			
	Administration						1.00	1.00	0.00
	Custodians						12.25	12.25	0.00
	Maintenance						2.00	2.00	0.00
2620	Care of Buildings & Equipment	364,103	402,035	37,932	10.42%	1.98%			
2630	Care of Grounds	89,700	90,100	400	0.45%	0.44%			
2700	Transportation	901,048	902,567	1,519	0.17%	4.46%			
2850	Retired Employee Expenses	537,756	613,328	75,572	14.05%	3.03%			
4600	Building Improvements	-	-	-	0.00%	0.00%			
5100	Debt Service	298,505	-	(298,505)	-100.00%	0.00%			
5220	Federal Funds	200,000	200,000	-	0.00%	0.99%			
5221	Food Service	395,000	395,000	-	0.00%	1.95%			
5252	Expendable Trust Funds	50,000	-	(50,000)	0.00%	0.00%			
	Total	20,479,398	20,258,880	-220,518	-1.08%	100%	215.03	212.53	-2.50

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Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
1100 Regular Education						
112 Teachers' Salaries	5,152,619	4,989,206	5,048,572	4,858,249	(190,323)	
114 Assistants' Salaries	127,200	126,290	127,486	131,577	4,091	
121 Substitutes' Salaries	121,500	133,767	121,500	131,500	10,000	
122 Tutors' Salaries	22,000	21,000	22,000	22,000	-	
123 Activities Salaries	22,918	24,587	25,104	38,730	13,626	
211 Health Insurance	1,143,194	1,062,899	1,215,748	1,242,247	26,499	
212 Dental Insurance	85,416	83,266	87,577	80,226	(7,351)	
213 Life Insurance	2,822	2,701	2,518	2,480	(38)	
214 Long Term Disability Insurance	60	-	60	-	(60)	
215 Self Insurance	75,137	135,216	74,971	71,800	(3,171)	
216 ILSSA Flex Med	12,200	13,349	12,400	12,400	-	
220 FICA	400,568	388,387	397,492	383,773	(13,719)	
231 Employee Retirement	10,607	12,909	12,792	11,900	(892)	
232 Teacher Retirement	395,428	385,618	501,916	535,986	34,070	
250 Unemployment Compensation	4,590	7,788	10,046	9,830	(216)	
260 Workers Compensation	31,948	13,594	27,111	20,773	(6,338)	
330 Contracted Services	68,029	71,050	75,560	57,664	(17,896)	
430 Repairs & Maintenance Services	3,398	1,979	5,198	4,738	(460)	
585 Mileage Reimbursements	163	967	150	150	-	
610 Supplies	144,533	116,235	149,113	147,430	(1,683)	
611 AV Supplies	3,740	2,467	3,615	5,375	1,760	
640 Books & Printed Material	61,993	42,728	67,049	53,287	(13,762)	
650 Software	6,496	7,207	11,236	18,420	7,184	
731 Added Equipment	1,192	5,376	10,125	9,625	(500)	
734 New Computers	-	1,459	2,706	-	(2,706)	
735 Replacement Equipment	3,015	5,329	15,936	15,216	(720)	
810 Dues & Fees	162	117	268	275	7	
Total 1100 Regular Education	7,900,928	7,655,493	8,028,249	7,865,651	(162,598)	-2.03%
1210 Special Education						
112 Teachers' Salaries	819,380	831,557	838,011	846,110	8,099	
114 Assistants' Salaries	1,089,562	1,029,935	1,035,208	1,030,425	(4,783)	
122 Tutors' Salaries	-	7,978	-	-	-	
123 1:1 Aide Coach Salary	-	-	-	-	-	
211 Health Insurance	294,133	257,687	292,480	297,588	5,108	
212 Dental Insurance	20,715	19,153	19,900	18,080	(1,820)	
213 Life Insurance	558	559	522	551	29	
215 Self Insurance	20,500	28,576	19,500	20,000	500	
216 ILSSA Flex Med	179,950	153,422	173,600	170,500	(3,100)	
220 FICA	143,629	137,772	141,449	141,168	(281)	
231 Employee Retirement	98,792	93,502	113,590	89,691	(23,899)	
232 Teacher Retirement	65,714	66,717	85,194	91,478	6,284	
250 Unemployment Compensation	3,850	6,148	8,152	8,189	37	
260 Workers' Compensation	11,317	4,759	9,432	7,542	(1,890)	
321 Consulting Services	10,500	486	10,000	5,000	(5,000)	
330 Contracted Services	23,000	6,231	21,000	21,000	-	
430 Repairs & Maintenance Services	-	88	-	-	-	
500 Medicaid Services	5,500	8,881	5,500	5,500	-	
561 Tuition - Public	-	34,411	-	30,990	30,990	
564/569 Tuition - Non-Public	236,495	210,628	113,000	165,000	52,000	
585 Mileage Reimbursements	200	605	200	200	-	
610 Supplies	1,194	1,228	3,075	1,549	(1,526)	
611 AV Supplies	300	-	-	200	200	
640 Books & Printed Material	3,811	1,329	4,150	4,150	-	
650 Software	1,528	744	974	1,174	200	
731 Added Equipment	-	-	-	1,003	1,003	
734 New Computers	-	-	-	-	-	
735 Replacement Equipment	-	-	-	-	-	
738 Replacement Computers	-	-	-	-	-	
810 Dues & Fees	-	-	-	-	-	
Total 1210 Special Education	3,030,628	2,902,399	2,894,937	2,957,088	62,151	2.15%

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Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
1215 Special Education Extended						
112 Teachers' Salaries	13,230	14,123	13,230	13,230	-	
114 Assistants' Salaries	15,086	12,886	15,086	15,086	-	
220 FICA	2,166	2,065	2,166	2,166	-	
231 Employee Retirement	1,382	1,180	1,673	1,328	(345)	
232 Teacher Retirement	1,061	1,124	1,200	1,495	295	
250 Unemployment Compensation	-	-	-	-	-	
260 Workers' Compensation	170	54	142	113	(29)	
330 Contracted Services	3,000	-	4,000	4,000	-	
610 Supplies	500	377	500	500	-	
Total 1215 Extended School Year	36,595	31,809	37,997	37,918	(79)	-0.21%
1260 Bilingual						
112 Teacher's Salary	28,384	28,467	29,259	29,183	(76)	
211 Health Insurance	3,413	3,335	3,803	4,049	246	
212 Dental Insurance	234	233	244	234	(10)	
213 Life Insurance	16	22	24	29	5	
215 Self Insurance	500	(110)	500	500	-	
220 FICA	2,124	1,953	1,974	1,847	(127)	
232 Teacher Retirement	2,276	-	406	-	(406)	
250 Unemployment Compensation	37	64	93	112	19	
260 Workers' Compensation	170	34	153	117	(36)	
610 Supplies	100	-	100	100	-	
640 Books & Printed Material	400	-	400	400	-	
650 Software	-	-	-	-	-	
Total 1260 Bilingual	37,654	33,999	36,956	36,571	(385)	-1.04%
1290 Special Ed. Assigned Coach						
112 Coaches Salaries	-	-	-	-	-	
114 Assistants Salaries	4,199	2,169	5,500	5,500	-	
220 FICA	321	166	421	421	-	
231 Employee Retirement	-	199	-	-	-	
250 Unemployment Compensation	-	-	-	-	-	
260 Workers' Compensation	-	6	28	22	(6)	
Total 1290 Special Ed. Assigned	4,520	2,539	5,949	5,943	(6)	-0.10%
1300 Vocational Education						
561 Tuition	49,200	95,692	65,000	100,000	35,000	
Total 1300 Vocational Education	49,200	95,692	65,000	100,000	35,000	53.85%
1410 Co-Curricular Activities						
123 Activities Salaries	67,958	65,081	73,152	66,704	(6,448)	
220 FICA	5,199	4,979	5,432	5,102	(330)	
231 Employee Retirement	-	912	-	-	-	
232 Teacher Retirement	5,451	2,649	6,440	7,539	1,099	
250 Unemployment Compensation	-	106	-	-	-	
260 Workers' Compensation	406	167	354	267	(87)	
330 Contracted Services	750	750	2,600	2,600	-	
585 Mileage Reimbursements	500	198	500	500	-	
610 Supplies	5,150	2,611	4,600	5,100	500	
640 Books & Printed Material	1,630	1,224	2,972	2,700	(272)	
810 Dues & Fees	4,825	4,635	6,250	8,025	1,775	
Total 1410 Co-Curricular Activities	91,869	83,311	102,300	98,537	(3,763)	-3.68%

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Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
1420 Athletics						
112 Athletic Director Salary	51,038	76,486	50,000	51,000	1,000	
123 Coaching Salaries	128,996	122,012	116,713	118,522	1,809	
211 Health Insurance	4,615	4,449	22,815	4,736	(18,079)	
212 Dental Insurance	311	311	1,526	876	(650)	
213 Life Insurance	21	21	29	29	-	
215 Self Insurance	667	90	1,500	-	(1,500)	
220 FICA	13,729	15,144	12,754	13,325	571	
231 Employee Retirement	-	1,213	5,545	4,488	(1,057)	
232 Teacher Retirement	14,439	7,575	10,586	13,393	2,807	
250 Unemployment Compensation	33	721	112	112	-	
260 Workers' Compensation	1,081	510	833	697	(136)	
330 Contracted Services	64,907	62,826	53,429	55,355	1,926	
585 Mileage Reimbursements	-	-	-	1,250	1,250	
610 Supplies	1,600	1,039	1,600	1,600	-	
640 Books & Printed Material	15,194	12,992	16,500	15,000	(1,500)	
731 Added Equipment	18	20	18	18	-	
735 Replacement Equipment	-	-	-	-	-	
810 Dues & Fees	3,550	9,007	18,546	14,650	(3,896)	
Total 1420 Athletics	311,506	322,047	331,211	309,668	(21,543)	-6.50%
1430 Summer School						
112 Teachers' Salaries	22,334	19,240	22,334	19,240	(3,094)	
114 Para's Salaries	4,058	3,456	4,058	3,840	(218)	
220 FICA	2,019	1,736	2,019	1,766	(253)	
231 Employee Retirement	372	503	450	338	(112)	
232 Teacher Retirement	1,791	1,380	2,026	2,175	149	
250 Unemployment Compensation	-	-	-	-	-	
260 Workers' Compensation	158	58	132	92	(40)	
610 Supplies	1,500	370	1,500	1,500	-	
Total 1430 Summer School	32,232	26,744	32,519	28,951	(3,568)	-10.97%
2110 Attendance						
Attendance	1	-	1	1	-	
Total 2110 Attendance	1	-	1	1	-	0.00%
2120 Guidance Services						
112 Counselor's Salaries	239,454	313,535	280,476	241,486	(38,990)	
111 Director's Salary	73,469	73,777	73,469	76,437	2,968	
123 Temp/Part Time Salary	3,000	-	-	-	-	
124 Merit Pool	-	-	1,469	-	(1,469)	
211 Health Insurance	77,578	79,921	92,368	106,444	14,076	
212 Dental Insurance	5,573	6,022	6,378	6,512	134	
213 Life Insurance	613	301	700	700	-	
214 Long Term Disability Insurance	300	263	300	300	-	
215 Self Insurance	5,800	13,588	6,308	6,308	-	
220 FICA	23,495	29,362	26,559	23,409	(3,150)	
232 Teacher Retirement	17,080	24,614	28,560	26,515	(2,045)	
250 Unemployment Compensation	290	549	650	650	-	
260 Workers' Compensation	1,893	1,002	1,791	1,276	(515)	
330 Contracted Services	63,669	23,798	22,716	28,686	5,970	
581 Conferences/Travel	-	-	1,250	1,250	-	
585 Mileage Reimbursements	700	186	800	800	-	
610 Supplies	1,535	1,149	1,560	1,860	300	
611 AV Supplies	-	-	-	-	-	
640 Books & Printed Material	600	335	800	700	(100)	
731 Added Equipment	-	-	-	-	-	
735 Replacement Equipment	-	-	-	-	-	
810 Dues & Fees	255	25	255	255	-	
Total 2120 Guidance Services	515,304	568,428	546,409	523,588	(22,821)	-4.18%

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Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
2129 Guidance Support						
115 Registrar's Salary	28,194	28,536	28,688	26,928	(1,760)	
124 Merit Pool	-	-	574	-	(574)	
211 Health Insurance	4,069	3,905	4,448	24,293	19,845	
212 Dental Insurance	-	-	-	1,461	1,461	
213 Life Insurance	31	31	29	29	-	
220 FICA	-	-	-	1,500	1,500	
231 Employee Retirement	2,468	2,482	2,580	1,950	(630)	
250 Unemployment Compensation	2,955	2,614	3,246	2,371	(875)	
260 Workers' Compensation	50	78	112	112	-	
581 Conferences/Travel	194	73	169	108	(61)	
Total 2129 Guidance Secretarial	37,961	37,764	39,846	59,552	19,706	49.46%
2130 Health Services						
112 Nurses' Salaries	107,198	107,296	111,227	111,797	570	
114 Nurses' Aides Salaries	27,798	23,467	28,293	29,032	739	
211 Health Insurance	1,700	19,579	21,385	22,714	1,329	
212 Dental Insurance	1,460	2,921	3,054	2,922	(132)	
213 Life Insurance	62	62	58	58	-	
215 Self Insurance	-	5,716	1,000	1,000	-	
216 ILSSA Flex Med	6,100	6,948	6,200	6,200	-	
220 FICA	10,313	9,825	10,521	10,565	44	
231 Employee Retirement	2,546	1,637	3,140	1,336	(1,804)	
232 Teacher Retirement	8,597	8,605	11,798	12,633	835	
250 Unemployment Compensation	200	314	444	447	3	
260 Workers' Compensation	809	336	700	565	(135)	
330 Contracted Services	1,300	592	1,350	1,150	(200)	
430 Repairs & Maintenance Services	350	34	350	150	(200)	
585 Mileage Reimbursements	475	13	425	225	(200)	
610 Supplies	9,275	10,819	9,325	9,325	-	
640 Books & Printed Material	625	499	625	625	-	
731 Added Equipment	-	2,940	-	-	-	
735 Replacement Equipment	100	-	434	-	(434)	
810 Dues & Fees	100	130	135	135	-	
Total 2130 Health Services	179,008	201,733	210,464	210,879	415	0.20%
2140 Psychological Services						
112 Teachers' Salaries	-	2	-	-	-	
211 Health Insurance	1,465	1,280	1,460	1,554	94	
212 Dental Insurance	93	89	94	90	(4)	
213 Life Insurance	6	6	6	6	-	
215 Self Insurance	200	90	192	192	-	
220 FICA	-	(11)	-	-	-	
232 Teacher Retirement	-	0	-	-	-	
250 Unemployment Compensation	10	-	22	22	-	
260 Workers' Compensation	82	(32)	68	55	(13)	
330 Contracted Services	-	0	-	-	-	
610 Supplies	687	-	-	1,380	1,380	
650 Software	-	-	300	300	-	
Total 2140 Psychological Services	2,543	1,424	2,142	3,599	1,457	68.02%

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Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
2150 Speech Services						
112 Teachers' Salaries	199,712	188,352	203,343	204,399	1,056	
114 Assistants' Salaries	52,800	51,298	52,142	53,716	1,574	
211 Health Insurance	87,428	80,714	91,114	97,012	5,898	
212 Dental Insurance	6,306	6,308	6,596	6,311	(285)	
213 Life Insurance	155	125	145	145	-	
215 Self Insurance	6,000	5,832	6,000	6,000	-	
220 FICA	18,696	16,789	18,961	18,996	35	
231 Employee Retirement	4,836	4,699	5,784	4,729	(1,055)	
232 Teacher Retirement	16,017	14,930	20,096	23,099	3,003	
250 Unemployment Compensation	250	392	560	560	-	
260 Workers' Compensation	1,513	577	1,293	1,035	(258)	
330 Contracted Services	500	150	317	1,000	683	
585 Mileage Reimbursements	500	276	500	500	-	
610 Supplies	1,844	1,512	1,521	2,190	669	
611 AV Supplies	-	-	-	-	-	
640 Books & Printed Material	650	-	650	200	(450)	
650 Software	305	272	305	-	(305)	
731 Added Equipment	-	-	75	300	225	
734 New Computer Equipment	-	-	-	-	-	
735 Replacement Equipment	100	-	-	-	-	
738 Replacement Computers	-	-	-	-	-	
Total 2150 Speech Services	397,612	372,225	409,402	420,192	10,790	2.64%
2160 Occupational & Physical Therapy						
112 OTR Salary	58,565	58,814	59,737	60,047	310	
114 COTA Salary	36,504	36,239	37,009	-	(37,009)	
124 Merit Pool	-	-	740	-	(740)	
211 Health Insurance	21,695	33,373	38,027	16,196	(21,831)	
212 Dental Insurance	1,750	2,336	2,442	876	(1,566)	
213 Life Insurance	62	62	58	29	(29)	
215 Self Insurance	1,000	7,846	2,000	1,000	(1,000)	
220 FICA	7,118	6,712	7,242	4,450	(2,792)	
231 Employee Retirement	3,344	3,320	4,187	-	(4,187)	
232 Teacher Retirement	4,697	4,717	7,233	6,786	(447)	
250 Unemployment Compensation	100	157	224	112	(112)	
260 Workers' Compensation	570	244	494	241	(253)	
310 Consulting Services	-	-	-	-	-	
330 Contracted Services	92,600	104,091	107,568	117,283	9,715	
581 Conference and Travel	-	-	300	-	(300)	
582 Non-Bargaining Prof. Development	-	180	-	-	-	
585 Mileage Reimbursements	250	457	500	500	-	
610 Supplies	600	162	350	183	(167)	
611 AV Supplies	100	50	100	100	-	
640 Books & Printed Material	75	60	100	110	10	
731 Added Equipment	250	-	250	260	10	
735 Replacement Equipment	850	835	100	125	25	
738 Replacement Computers	-	-	-	-	-	
Total 2160 OT & PT Services	230,130	259,654	268,661	208,298	(60,363)	-22.47%
2210 Technology Services						
111 Technology Director	78,862	78,862	78,862	82,048	3,186	
112 Technology Technician's Salaries	107,870	107,122	109,286	113,709	4,423	
124 Merit Pool	-	-	3,763	-	(3,763)	
211 Health Insurance	66,258	57,045	66,625	70,938	4,313	
212 Dental Insurance	4,846	3,794	3,845	4,265	420	
213 Life Insurance	665	216	647	540	(107)	
214 Long Term Disability Insurance	300	282	300	300	-	
215 Self Insurance	4,500	4,508	4,500	4,500	-	
220 FICA	14,270	13,856	14,713	15,032	319	
231 Employee Retirement	17,477	17,036	21,284	17,256	(4,028)	
232 Teacher Retirement	-	-	-	-	-	
250 Unemployment Compensation	200	314	448	448	-	
260 Workers' Compensation	1,145	480	983	804	(179)	

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Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
2210 Technology Services (continued)						
290 Course Reimbursement	-	-	-	-	-	-
330 Contracted Services	9,000	9,025	9,000	9,000	-	-
331 Contracted Services - Copiers	-	-	48,251	48,251	-	-
430 Repairs & Maintenance Services	16,000	11,221	16,000	16,000	-	-
532 Data Communications	42,705	38,165	38,000	38,000	-	-
581 Conferences/Travel/Prof.	1,750	499	1,750	1,750	-	-
585 Mileage Reimbursements	1,000	211	1,000	1,000	-	-
610 Supplies	16,500	17,414	21,000	21,000	-	-
650 Non-Capital Software	-	3,719	-	-	-	-
731 Added Equipment	-	-	-	-	-	-
734 New Computer Equipment	122,499	134,285	120,000	120,000	-	-
738 Replacement Computers	-	2,430	-	-	-	-
750 Capital Software	35,418	37,097	36,000	42,000	6,000	-
810 Dues & Fees	500	199	500	500	-	-
Total 2210 Technology Services	541,765	537,781	596,757	607,341	10,584	1.77%
2212 Instructional & Curriculum						
112 Staff Salaries	83,462	83,770	83,462	86,834	3,372	-
115 Secretary's Salary	14,000	17,752	40,000	43,880	3,880	-
111 Coordinator's Salary	16,694	11,732	15,950	16,596	646	-
124 Merit Pool	-	-	1,988	-	(1,988)	-
211 Health Insurance	19,207	15,177	16,545	17,616	1,071	-
212 Dental Insurance	1,341	953	915	876	(39)	-
213 Life Insurance	464	156	482	453	(29)	-
214 Long Term Disability Insurance	300	298	300	300	-	-
215 Self Insurance	1,500	3,367	1,500	1,500	-	-
220 FICA	8,946	8,465	10,741	11,185	444	-
231 Employee Retirement	1,902	223	-	-	-	-
232 Teacher Retirement	7,816	8,036	11,377	14,805	3,428	-
250 Unemployment Compensation	100	157	224	224	-	-
260 Workers' Compensation	710	217	709	592	(117)	-
290 Course Reimbursement	15,000	10,248	15,000	15,000	-	-
291 ILSSA Course Reimbursement	7,000	6,489	7,000	7,000	-	-
321 In-Service	1,000	200	1,000	1,000	-	-
330 Contracted Services	26,000	13,155	39,750	55,084	15,334	-
581 Conferences/Travel	1,250	471	1,250	1,250	-	-
584 Professional Development ILSSA	19,500	5,729	19,500	19,500	-	-
583 Professional Development ILEA	72,000	30,041	52,000	47,000	(5,000)	-
585 Mileage Reimbursements	2,300	629	2,000	2,000	-	-
586 Mileage Reimbursements ILSSA	-	986	-	-	-	-
587 Mileage Reimbursements ILEA	-	4,963	-	-	-	-
610 Supplies	10,700	4,684	7,700	7,700	-	-
611 AV Supplies	-	-	-	-	-	-
640 Books & Printed Material	24,000	5,963	13,000	13,000	-	-
650 Software	1,000	-	1,000	1,000	-	-
731 Added Equipment	1,000	411	-	-	-	-
735 Replacement Equipment	-	-	-	-	-	-
810 Dues & Fees	600	139	600	600	-	-
Total 2212 Instructional & Curriculum	337,792	234,410	343,993	364,995	21,002	6.11%

Inter-Lakes Proposed Budget 2012-2013

Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
2222 School Library Services						
112 Library Salaries	141,495	141,412	143,958	144,705	747	
114 Assistants' Salaries	42,880	41,635	42,783	44,067	1,284	
211 Health Insurance	29,782	28,411	32,408	33,966	1,558	
212 Dental Insurance	1,891	1,891	1,978	1,838	(140)	
213 Life Insurance	77	62	58	58	-	
215 Self Insurance	2,096	5,354	2,097	2,098	1	
216 ILSSA Flex Med	6,100	5,288	6,200	6,200	-	
220 FICA	13,840	13,658	14,073	14,156	83	
231 Employee Retirement	2,825	2,738	3,402	2,781	(621)	
232 Teachers Retirement	11,350	11,341	12,896	16,352	3,456	
250 Unemployment Compensation	224	314	499	502	3	
260 Workers' Compensation	1,104	470	945	757	(188)	
330 Contracted Services	16,298	16,683	15,760	17,159	1,399	
430 Contracted Repairs	900	350	800	1,500	700	
585 Mileage Reimbursements	30	-	25	25	-	
610 Supplies	3,175	902	4,175	4,175	-	
611 AV Supplies	4,850	1,006	5,850	5,850	-	
640 Books & Printed Material	15,950	16,680	23,000	30,500	7,500	
731 Added Equipment	-	-	-	-	-	
734 New Computer Equipment	-	-	-	-	-	
735 Replacement Equipment	2,486	2,442	4,316	4,316	-	
810 Dues & Fees	2,884	2,339	2,559	3,723	1,164	
Total 2222 School Library Services	300,237	292,977	317,782	334,728	16,946	5.33%
2310 School Board Services						
118 Treasurer's Salaries	1,500	1,500	1,500	1,500	-	
119 School Board Salaries	6,600	6,600	6,600	6,600	-	
122/123 Clerk/District Officers Salary	600	100	600	600	-	
220 FICA	666	627	676	676	-	
231 Employee Retirement	-	-	56	44	(12)	
260 Workers Compensation	-	-	48	38	(10)	
330 Contracted Services	1,760	1,605	1,760	1,760	-	
2317.320 Audit	30,000	23,625	30,000	30,000	-	
2318.318 Legal	25,000	4,414	25,000	25,000	-	
331 District Meeting	1,500	1,720	1,500	1,500	-	
319 Negotiations	2,000	286	2,000	2,000	-	
520 Insurance	44,273	41,933	45,574	41,376	(4,198)	
540 Advertising	5,750	1,469	5,750	5,750	-	
550 Printing	3,000	2,659	3,000	3,000	-	
581 Conferences/Travel	500	710	500	500	-	
610 Supplies	3,000	3,141	3,000	3,000	-	
810 Dues & Fees	7,716	8,615	7,716	7,716	-	
Total 2310 School Board Services	133,865	99,003	135,280	131,060	(4,220)	-3.12%
2320 Office of the Superintendent - SAU Services						
330 Contracted Services	653,165	653,165	662,869	695,810	32,941	
Total 2320 Superintendent SAU Services	653,165	653,165	662,869	695,810	32,941	4.97%

Inter-Lakes Proposed Budget 2012-2013

Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
2410 Office of the Principal						
111 Principals' Salaries	347,095	347,249	348,629	362,714	14,085	
112 Assistant Principals' Salaries	147,230	147,538	147,232	153,181	5,949	
124 Merit Pool	-	-	10,232	-	(10,232)	
211 Health Insurance	79,931	76,299	87,357	93,036	5,679	
212 Dental Insurance	5,486	5,488	5,739	5,494	(245)	
213 Life Insurance	2,532	2,267	2,549	2,552	3	
214 Long Term Disability Insurance	1,740	1,822	1,800	1,800	-	
215 Self Insurance	8,700	9,263	8,700	8,702	2	
220 FICA	37,310	37,262	38,206	39,019	813	
232 Teachers Retirement	39,645	39,682	45,948	58,492	12,544	
250 Unemployment Compensation	290	471	650	651	1	
260 Workers' Compensation	2,965	1,270	2,534	2,074	(460)	
270 Course Reimbursement	-	-	-	-	-	
330 Contracted Services	39,200	31,651	28,300	28,000	(300)	
331 Contracted Services - Copiers	48,251	53,379	-	-	-	
430 Contracted Repairs	750	-	900	750	(150)	
442 Equipment Rental	2,000	1,284	2,000	2,000	-	
534 Postage	24,800	6,983	24,950	12,900	(12,050)	
550 Printing	13,775	10,905	16,400	16,400	-	
585 Mileage Reimbursements	1,125	380	7,500	7,500	-	
581 Conferences/Travel	5,386	4,997	4,086	4,086	-	
610 Supplies	14,600	13,770	16,100	15,900	(200)	
611 AV Supplies	175	163	350	350	-	
640 Books & Printed Material	815	168	1,865	1,365	(500)	
731 Added Equipment	-	-	-	-	-	
735 Replacement Equipment	700	199	1,200	-	(1,200)	
810 Dues & Fees	14,177	12,037	11,038	11,590	552	
Total 2410 Office of the Principal	838,678	804,529	814,265	828,556	14,291	1.76%
2412 Principal Support						
115 Secretaries Salaries	190,823	191,442	191,960	193,871	1,911	
124 Merit Pool	-	-	3,839	-	(3,839)	
211 Health Insurance	81,227	87,057	102,960	124,733	21,773	
212 Dental Insurance	5,602	6,372	6,899	7,187	288	
213 Life Insurance	186	182	174	174	-	
215 Self Insurance	9,000	7,353	9,000	9,000	-	
220 FICA	14,289	14,291	14,569	14,320	(249)	
231 Employee Retirement	17,479	17,509	21,717	17,063	(4,654)	
250 Unemployment Compensation	300	471	672	672	-	
260 Workers' Compensation	1,144	492	981	779	(202)	
270 Course Reimbursement	-	-	-	-	-	
581 Conferences/Travel	-	-	2,400	2,400	-	
731 Added Equipment	-	-	-	-	-	
Total 2412 Principal Support	320,050	325,169	355,171	370,199	15,028	4.23%

Inter-Lakes Proposed Budget 2012-2013

Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
2590 Auditorium						
123 Technician's Salary	4,000	3,038	4,000	4,000	-	
111 Director's Salary	10,000	10,000	10,500	10,500	-	
220 FICA	1,071	997	1,109	1,110	1	
232 Teacher Retirement	-	-	-	-	-	
250 Unemployment Compensation	50	102	84	84	-	
260 Workers' Compensation	60	33	73	58	(15)	
330 Contracted Services	-	-	-	-	-	
610 Supplies	3,000	509	3,000	3,000	-	
731 Added Equipment	-	1,118	-	-	-	
Total 2590 Auditorium	18,181	15,798	18,766	18,752	(14)	-0.07%
2610 Operation of Plant						
111 Building & Grounds Supervisor	61,200	61,200	61,200	63,672	2,472	
116 Custodian Salaries	315,640	333,456	332,964	338,713	5,749	
117 Maintenance Salaries	88,736	90,717	89,648	95,652	6,004	
121 Summer/Substitutes	10,750	33,310	12,000	32,000	20,000	
124 Merit Pool	25,000	-	10,216	9,628	(588)	
130 Overtime	8,000	16,190	15,000	15,000	-	
211 Health Insurance	177,523	172,123	196,045	214,662	18,617	
212 Dental Insurance	11,335	10,970	11,472	10,689	(783)	
213 Life Insurance	898	593	858	859	1	
214 Long Term Disability Insurance	300	219	300	300	-	
215 Self Insurance	21,000	20,876	21,000	21,000	-	
220 FICA	36,736	40,413	39,534	42,173	2,639	
231 Employee Retirement	43,618	44,842	56,706	47,968	(8,738)	
232 Teacher Retirement	-	-	-	-	-	
250 Unemployment Compensation	797	1,481	1,759	1,760	1	
260 Workers' Compensation	15,682	9,028	17,685	18,531	846	
330 Contracted Services	4,500	4,550	5,500	5,500	-	
411 Water and Sewer	8,000	14,994	9,000	9,350	350	
421 Rubbish Removal	30,053	30,440	31,255	33,110	1,855	
430 Repairs & Maintenance Services	3,000	223	-	-	-	
531 Telephone	39,000	28,403	30,000	30,000	-	
532 Information Access Fees	1,600	1,145	1,700	1,700	-	
581/585 Conferences/Travel	2,000	75	2,000	2,000	-	
610 Supplies	46,575	65,729	48,825	55,000	6,175	
622 Electricity	228,951	194,425	228,951	208,414	(20,537)	
623 Propane	22,000	15,816	15,000	15,000	-	
624 Fuel Oil	160,195	147,719	145,742	163,292	17,550	
731 Added Equipment	-	-	-	-	-	
735 Replacement Equipment	-	1,141	2,000	2,000	-	
810 Dues & Fees	-	-	-	-	-	
Total 2610 Operation of Plant	1,363,089	1,340,080	1,386,360	1,437,973	51,613	3.72%

Inter-Lakes Proposed Budget 2012-2013

Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
2620 Buildings & Equipment						
330 Contracted Services	68,461	73,307	70,461	73,517	3,056	
430 Contracted Repairs	66,100	172,215	29,800	58,600	28,800	
431 Maintenance Contracts		-				
442 Rental Equipment	1,500	570	1,500	1,500	-	
443 Rental of Vehicles	-	-	-	-	-	
449 Honeywell Lease	196,642	196,643	202,542	208,618	6,076	
585 Mileage Reimbursements	1,800	1,464	1,800	1,800	-	
610 Supplies	51,000	55,539	54,000	54,000	-	
731 Added Equipment	2,000	6,886	-	-	-	
735 Replacement Equipment	4,000	9,836	4,000	4,000	-	
Total 2620 Buildings & Equipment	391,503	516,461	364,103	402,035	37,932	10.42%
2630 Care & Upkeep of Grounds						
330 Contracted Services	9,000	5,250	9,000	12,500	3,500	
422 Snow Plowing	28,000	40,756	28,000	28,500	500	
424 Lawn Care	40,600	45,466	38,600	38,600	-	
429 Other Cleaning Services	2,500	1,650	2,500	2,000	(500)	
430 Repairs & Maintenance Services	4,500	1,485	4,500	3,000	(1,500)	
450 Construction - Special Projects	2,600	-	2,600	-	(2,600)	
610 Supplies	4,500	7,014	4,500	5,500	1,000	
731 Added Equipment		-				
735 Replacement Equipment		-				
Total 2630 Care & Upkeep of Grounds	91,700	101,621	89,700	90,100	400	0.45%
2700 Transportation						
2721.519 Regular Education Transportation	657,931	657,931	677,669	698,329	20,660	
2722.519 Special Education Transportation	103,046	82,852	77,200	86,499	9,299	
2723.519 Vocational Mid-Day Run	20,833	10,417	21,459	11,459	(10,000)	
2724.519 Athletic Transportation	76,100	53,555	74,000	54,000	(20,000)	
2725.519 Field Trips & Co-Curricular	53,305	37,940	44,520	46,080	1,560	
2727.519 Homeless	2,000	0	2,000	2,000	-	
2728.519 Summer School	4,000	3,827	4,200	4,200	-	
Total 2700 Transportation	917,215	846,522	901,048	902,567	1,519	0.17%
2850 Retired Employee Expenses						
211 Retiree Health Insurance	479,264	428,482	522,756	598,328	75,572	
215 Self Insurance	15,000	20,744	15,000	15,000	-	
Total 2850 Retired Employee Expenses	494,264	449,227	537,756	613,328	75,572	14.05%
4600 Building Improvements Services						
Roof (gym and old section of main blding)	-	-	-	-	-	
Total 4600 Building Improvement Services	-	-	-	-	-	
5100 Debt Services						
830 Interest	19,844	19,622	8,505	-	(8,505)	
910 Principal	290,000	290,000	290,000	-	(290,000)	
Total 5100 Debt Services	309,844	309,622	298,505	-	(298,505)	-100.00%

Inter-Lakes Proposed Budget 2012-2013

Function/Description	VOTED 2010/2011	ACTUAL 2010/2011	VOTED 2011/2012	PROPOSED 2012/2013	\$ Increase/ (Decrease) 2011/2012	% Change to Voted 11/12
5222 Federal Funds Transfer						
930 Transfer to Federal Funds	-	-	-	-	-	
Total 5222 Federal Funds Transfer	-	-	-	-	-	0.00%
5252 Expendable Trust Transfer						
930 Transfer to Expendable Trust	-	-	50,000	-	(50,000)	
Total 5252 Expendable Trust Transfer	-	-	50,000	-	(50,000)	-100.00%
Total General Fund	19,569,039	19,121,625	19,884,398	19,663,880	(220,518)	-1.11%
5220 Federal Funds						
930 Federal Grants	200,000	200,000	200,000	200,000	-	
5221 Food Service Fund						
930 Food Service Fund	395,000	395,000	395,000	395,000	-	
Total Appropriations	20,164,039	19,716,625	20,479,398	20,258,880	(220,518)	-1.08%

Inter-Lakes School District Revenue Information

	<u>2011-2012</u> <u>Actual - MS 24</u>	<u>Operating</u> <u>Budget</u> <u>2012-2013</u> <u>Estimated</u>
General Fund Revenue		
Unreserved Fund Balance (Fiscal Year End)	397,269	100,000
Revenue from State Sources		
Catastrophic Aid	19,428	15,000
Building Aid	180,626	55,056
Vocational Aid	8,000	8,000
Driver Education	0	0
Revenue from Federal Sources		
Medicaid	60,000	60,000
Local Revenue Other Than Taxes		
Tuition	15,085	56,026
Earnings on Investments	3,500	3,500
Student Activities	2,000	2,000
IDEA (Special Education) Reimbursement	0	0
Auditorium Rent	15,000	15,000
Other Rent	9,500	10,500
Driver Education	0	0
Other Local Sources	500	500
	710,908	325,582
Total General Fund Revenues	710,908	325,582
Transfer from Expendable Trust Fund	0	0
Federal Fund Revenue		
Other Federal/State Grants	200,000	200,000
Food Service Revenue		
Child Nutrition/Hot Lunch Program	395,000	395,000
Total School Revenue & Credits	1,305,908	920,582
District Appropriation	20,479,398	20,258,880
District Assessment	19,173,490	19,338,298
Less Federal Forest Sandwich	-12,110	-12,110
Less State Grant Meredith	-248,981	-248,981
Net Assessment to Apportion	18,912,399	19,077,207
	<i>Increase \$</i>	<i>164,808</i>
	<i>Increase %</i>	<i>0.87%</i>

Inter-Lakes School District Tax Assessment Worksheet Fall 2011

Formula for Assessing Cost To Individual Towns

The formula for pro-rating the cost of capital outlay operation of the Cooperative School District shall be fifty percent (50%) apportioned on the basis of the ratio that the equalized valuation of each pre-existing district bears to the Cooperative School District and fifty percent (50%) apportioned on the average daily membership for the preceding year. (Pursuant to RSA 195:7-11).

After the expiration of the first five-year period measured from the date of the first annual meeting and after the expiration of each subsequent five-year period measured from the last date of change thereto, the basis of the apportionment of all such cost may be reviewed pursuant to an article for the purpose inserted into the warrant for a District Meeting, Basis for Formula II voted at the Annual District Meeting, March 7, 1961, and at the Annual District Meeting on March 7, 1967.

Tax Assessment Calculation Based on ½ Equalized Valuation (2009) and ½ ADM (2009/2010)

1. Equalized Valuation

	2009	Valuation %
Center Harbor	454,566,430	16.5840
Meredith	1,823,659,422	66.5328
Sandwich	462,765,262	16.8831
	2,740,991,114	100.0000

2. Average Daily Membership 2009/2010 as published by Dept. of Education

	ADM	ADM %
Center Harbor	136.05	12.3743
Meredith	811.82	73.8381
Sandwich	151.59	13.7877
	1,099.46	100.0000

3. Combined ADM and Equalized Valuation

	Valuation %	ADM %	Combined Percentage
Center Harbor	16.5840	12.3743	14.4791
Meredith	66.5328	73.8381	70.1855
Sandwich	16.8831	13.7877	15.3354
	100.0000	100.0000	100.0000

4. Apportionment of Appropriation 2010/2011 School Year

Appropriations Voted	20,479,398
Less Revenue	1,305,908
Tax Assessment	19,173,490

Town	% Rate	Apportionment	Less Forest Land	Less State Grant	Net Assessment
Center Harbor	14.4791	2,776,156	--	--	2,776,156
Meredith	70.1855	13,457,001	--	248,981	13,208,020
Sandwich	15.3354	2,940,333	12,110	--	2,928,223
	100.0000%	19,173,490	12,110	248,981	18,912,399

Special Education Expenditures/Revenues

Inter-Lakes School District
 RSA 32:11-a Actual Expenditures for Special Education Programs and Services

	<u>Fiscal Year</u> <u>2009/2010</u>	<u>Fiscal Year</u> <u>2010/2011</u>
<u>Expenditures</u>		
<u>General Fund</u>		
Instructional	\$ 2,902,039.71	\$ 2,970,746.49
Related Services	\$ 762,505.82	\$ 962,631.28
Administration	\$ 117,728.53	\$ 121,544.58
Legal	\$ 143.51	\$ 158.08
Transportation	\$ 79,571.94	\$ 82,851.88
<u>Special Revenue Funds</u>		
Speech Services	\$ 26,718.46	\$ 19,772.54
Preschool Services	\$ 4,366.96	\$ 3,411.30
Student/Staff Education	\$ 54,298.36	\$ 77,220.17
Equipment/Supplies	\$ 202,577.23	\$ 90,033.57
Consulting Services	\$ 45,510.77	\$ 78,159.51
Psychological Services	\$ 83,200.85	\$ 62,335.62
Contracted Liaison	\$ 2,993.75	\$ 2,456.50
Total	\$4,281,655.89	\$4,471,321.52
 <u>Revenues</u>		
<u>General Fund</u>		
Medicaid	\$ 87,971.74	\$ 72,031.41
Catastrophic Aid	\$ 144,626.44	\$ 28,160.42
State Adequacy*	\$ 45,084.35	\$ 70,874.47
<u>Special Revenue Funds</u>		
Speech Services	\$ 26,718.46	\$ 19,772.54
Preschool Services	\$ 4,366.96	\$ 3,411.30
Student/Staff Education	\$ 54,298.36	\$ 77,220.17
Equipment/Supplies	\$ 202,577.23	\$ 90,033.57
Consulting Services	\$ 45,510.77	\$ 78,159.51
Psychological Services	\$ 83,200.85	\$ 62,335.62
Contracted Liaison	\$ 2,993.75	\$ 2,456.50
Total	\$ 697,348.91	\$ 504,455.51
 Net Cost of Special Education	 \$3,584,306.98	 \$3,966,866.01

* estimated portion related to special education

Expendable Trust Funds Annual Report

	<u>Health Insurance Reserve</u>	<u>Special Education</u>	<u>Facilities</u>
6/30/2009 Balance Forward	\$ 70,561.23	\$ 129,288.70	\$ 282,793.38
2009/2010 Transfer In	\$ ---	\$ 20,000.00	\$ ---
2009/2010 Interest YTD	\$ 185.47	\$ 683.78	\$ 1,496.12*
6/30/2010 Balance	\$ 70,746.70	\$ 149,972.48	\$ 284,289.50
2010/2011 Interest YTD	<u>\$ 105.35</u>	<u>\$ 179.20</u>	<u>\$ 353.92*</u>
6/30/2011 Balance	<u>\$ 70,852.05</u>	<u>\$ 150,151.68</u>	<u>\$ 284,643.42</u>

* Received interest statement once a year from trustee of the trust funds. Receive monthly statements from NHPDIP for the health claims trust.

OFFICE OF SUPERINTENDENT OF SCHOOLS

School Administrative Unit No. 2

c/o Humiston Building
103 Main Street, Suite 2
Meredith, NH 03253
Tel. (603) 279-7947
Fax (603) 279-3044
www.interlakes.org

INTER-LAKES SCHOOL DISTRICT
Center Harbor
Meredith
Sandwich

ASHLAND SCHOOL DISTRICT

PHILLIP G. McCORMACK, Ed.D.
Superintendent of Schools

PATRICIA M. TEMPERINO
Assistant Superintendent

CHUCK DICECCA
Special Education Director

STATUS OF FINANCIAL STATEMENTS AND INDEPENDENT AUDITOR'S REPORT

June 30, 2011

To the Members of the School Board
Inter-Lakes School District
Meredith, New Hampshire

At the time of the printing of the Fiscal Year End 2011 Annual Report for the Inter-Lakes School District, our auditors, Grzelak and Company, P.C., have completed their audit. The final audited financial statements and independent auditor's report will be made available in the SAU #2 business office in the Humiston building.

Respectfully submitted,

Jefferson Braman
Accountant

Trish Temperino
Assistant Superintendent

SAU #2 Central Office Budget 2012-2013
Budget Adopted: December 14, 2011

Account Number	Description	Approved 2010/2011	Expended 2010/2011	Approved 2011/2012	Approved 2012/2013	Increase/ (Decrease)	% Change
11023201	Executive & General SAU Administration						
500100	Superintendent	116,623	116,623	116,623	116,623	-	0.00%
500102	Assistant Superintendent	89,610	89,610	91,402	91,402	-	0.00%
500107	Sped Director	78,717	78,717	80,291	80,291	-	0.00%
500112	Accountant	53,055	53,055	54,116	54,116	-	0.00%
500113	Bookkeepers	69,788	74,100	71,178	71,178	-	0.00%
500115	Administrative Support	78,318	81,324	79,872	79,872	-	0.00%
500118	Treasurer	750	750	750	750	-	0.00%
500119	Merit Raise Pool Unused 2010/2011	-	-	-	-	-	-
500119	Merit Raise Pool Unused 2011/2012	-	-	12	-	-	-
500119	Merit Raise Pool 2012/2013	-	-	-	9,870	-	-
500210	Retirees Health & Dental Insurance	18,915	18,161	20,161	20,823	661	3.28%
500211	Health Insurance	99,120	94,882	104,181	117,316	13,135	12.61%
500212	Dental Insurance	6,013	6,013	5,981	6,013	32	0.53%
500213	Life Insurance	3,401	3,401	3,367	3,367	-	0.00%
500214	Long Term Disability Insurance	1,888	1,862	1,896	1,925	29	1.52%
500220	FICA	37,956	38,638	38,151	39,434	1,283	3.36%
500231	NHRS	46,247	45,130	54,003	43,501	(10,502)	-19.45%
500250	Unemployment Comp. Ins.	640	890	896	896	-	0.00%
500260	Workers Compensation Ins.	1,936	1,409	1,521	1,546	25	1.65%
500290	Other Employee Benefits	850	850	850	850	-	0.00%
500318	Legal Fees	400	120	400	400	-	0.00%
500320	Audit	5,500	7,075	5,500	5,500	-	0.00%
500330	Software Support Contract	18,146	17,682	19,097	21,603	2,506	13.12%
500331	Other Support Contracts	3,000	1,458	3,000	3,000	-	0.00%
500430	Repairs	300	-	300	300	-	0.00%
500441	Rent	2,000	2,000	2,000	2,000	-	0.00%
500442	Equipment Lease	3,271	3,240	3,240	3,240	-	0.00%
500520	Insurance	900	900	900	500	(400)	-44.44%
500531	Telephone	-	-	-	-	-	-
500534	Postage	3,500	3,925	4,200	4,000	(200)	-4.76%
500540	Advertising	1,600	977	1,600	1,450	(150)	-9.38%
500550	Printing & Binding	500	-	500	-	(500)	-100.00%
500582	Staff Development/Trainings	7,500	3,092	7,500	6,000	(1,500)	-20.00%
500585	Mileage Reimbursement	7,000	4,704	5,500	5,500	-	0.00%
500610	Supplies	9,000	7,690	9,000	8,000	(1,000)	-11.11%
500640	Books	-	-	-	-	-	-
500650	Miscellaneous Software	-	245	-	-	-	0.00%
500733	New Furniture & Fixtures	-	-	-	-	-	-
500737	Replacement Furniture	-	-	-	-	-	-
500738	Replacement Computers	2,000	3,563	2,000	2,000	-	0.00%
500750	Capital Software	-	7,500	-	-	-	0.00%
500810	Dues & Fees	3,960	4,060	4,265	4,265	-	0.00%
	Total General Fund	772,404	773,646	794,253	807,530	13,277	1.67%
	Federal Funds						
	IDEA/Preschool	225,000		225,000	225,000	-	0.00%
	Federal Total	225,000		225,000	225,000	-	0.00%
	Total Appropriations General Fund & Federal Fund	997,404		1,019,253	1,032,530	13,277	1.30%

SAU #2 Central Office Budget 2012-2013
Budget Adopted: December 14, 2011

Description	Adopted Budget 2010-2011	Adopted Budget 2011-2012	Adopted Budget 2012-2013	Increase/ (Decrease)	% Change
Federal Funds					
IDEA/Preschool	225,000	225,000	225,000	-	0.00%
Federal Total	225,000	225,000	225,000	-	0.00%

Total Appropriations General Fund & Federal Fund	997,404	1,019,253	1,032,530	13,277	1.30%
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Revenue					
Federal Funds	225,000	225,000	225,000	-	0.00%
Indirect Costs	31,500	35,000	25,000	(10,000)	-28.57%
Interest Earned	1,000	1,000	1,000	-	0.00%
IDEA Reimbursement	-	-	-	-	0.00%
Other Income	-	-	-	-	0.00%
Fund Balance	27,476	33,500	18,000	(15,500)	-46.27%
Total Revenue	284,976	294,500	269,000	(25,500)	-8.66%

Assessment					
Total Appropriations	997,404	1,019,253	1,032,530	13,277	1.30%
Less Total Revenue	284,976	294,500	269,000	(25,500)	-8.66%
General Fund Assessment	712,428	724,753	763,530	38,777	5.35 %
Fund Balance					
Net Assessment	712,428	724,753	763,530	38,777	5.35%

Distribution of District Shares

The School Administrative Unit #2 budget for the 2012-2013 school year was pro-rated to the two districts on the basis of the 2010 Equalized Valuations for the 2009-2010 Average Daily Membership as follows:

District	2010 Equalized Valuation	Valuation Percent	2009-2010 Pupil A.D.M.	Pupil Percent	Average of Equal Val & A.D.M.	District Share
Ashland	160,368,054	5.653%	151.15	12.086%	8.869%	\$67,720
Inter-Lakes	2,676,738,261	94.347%	1,099.46	87.914%	91.131%	\$695,810
TOTAL	2,837,106,315	100.00%	1,250.61	100.00%	100.00%	\$763,530

Distribution of District Shares for Salaries of the Superintendent of Schools and Assistant Superintendent

The Superintendent's salary for the 2011-2012 school year is \$116,623. The School Administrative Unit #2's share is \$116,623, of which \$10,343.30 is Ashland's share and \$106,279.70 is Inter-Lakes' share.

The Assistant Superintendent's salary for the 2011-2012 school year is \$91,402. The School Administrative Unit #2's share is \$91,402, of which \$8,106.44 is Ashland's share and \$83,295.56 is Inter-Lakes' share.

Superintendent's Report March, 2012

I am very pleased and proud to submit this annual report which provides me the opportunity to report on the status of the Inter-Lakes School District. The focus of the work that has occurred within the district over the last year continues to be on the improvement of student learning, the development and maintenance of a positive and productive learning environment, and increased community involvement in school-related programs and events.

Improvement in student learning has been the number one priority for district staff. Although there are a variety of ways in which this can be measured, we usually look to some type of assessment data. In addition to program and teacher-made tests, there are two other primary sources of data used within the Inter-Lakes School District to measure student learning. These include scores earned by students on the state-mandated New England Common Assessment Program (NECAP), and a growth model assessment called the Northwest Evaluation Association Measure of Academic Progress (NWEA MAP). A review of the data provided by both assessment tools shows Inter-Lakes students performing quite well in a majority of areas and on a comparative (state level) basis.

The NECAP tests are administered to students in grades 3 through 8, and in grade 11 in reading and math, and in writing in grades, 5, 8, and 11. Again this year, scores earned by Inter-Lakes students are encouraging in several areas. This is based on a year-to-year increase in the percentage of students who score proficient or better, as well as the percentage of students scoring at this level compared to the state-wide average percentage.

With the exception of student scores in grades 5, 6, and 11, Inter-Lakes students' scores in reading show higher percentages of our students scoring proficient or above than comparable scores for all students in the state. In mathematics for all grade levels tested, with the exception of grade 11, the percentage of Inter-Lakes students scoring proficient or above is at or higher than the state-wide average percentage. This is encouraging news since mathematics instruction (K-12) has been a priority for the last several years. With one exception (grade 5), Inter-Lakes students' scores in writing are quite good. Students' scores in grades 8 and 11 show Inter-Lakes students significantly scoring higher (proficient or above) than students across the state.

Below is a chart of overall percentages of the Inter-Lakes students scoring proficient or better compared to state percentages:

	READING	MATHEMATICS	WRITING
GRADE	I-L/State	I-L/State	I-L/State
3	84/81	85/76	
4	86/79	89/76	
5	70/77	76/76	43/55
6	77/80	74/72	
7	85/77	81/68	
8	92/82	86/68	83/61
11	73/77	32/36	64/44

The other source of data that we often use to determine student learning or achievement is the NWEA MAP test results. This test is also used to measure student performance in reading and mathematics. The data generated from this test is considerably different than the NECAP data in that it is a measure of the individual student's academic growth from one point in time to another. Scores show that Inter-Lakes students in grades 2 through 10 are also performing well. A review of this year's results indicates that the amount of growth for our students, as compared to the growth of students nationwide, places our students in the top 25 percent of schools nationally in both reading and math.

As mentioned above, student achievement in mathematics has been a priority for several years. To facilitate quality teaching in mathematics, professional learning activities in this subject area have been a priority for many of our staff. Over the course of the year, as well as during a week-long class this summer, a number of classroom teachers (K-12) and paraeducators participated in classes to help improve student performance in mathematics.

I believe that, in addition to the benefits gained through this professional learning, student performance in mathematics has also been aided by the use of extended learning time. This occurs before and after school, as well as during the summer break. Students who attended the Summer Blast Program and Middle Tier Math Camp received supplemental instruction in mathematics. Our data shows that students who participated in these programs have benefitted from this extended learning time.

Another primary focus for our professional learning this past year relates to the climate or learning environment within the buildings. This past summer, 30 teachers in grades K-6 participated in Responsive Classroom training. The goal of this week-long class was to prepare our teachers to implement a strategy that emphasizes social, emotional, and academic growth in a safe school environment. It is based on the premise that students learn best in an environment that builds on social and academic skills and that minimizes disruption to the learning process, ensures student safety, and promotes a sense of respect for others. To facilitate student growth, our long-term plan is to train staff at the middle and high school levels (grades 7 through 10), support staff and special service area teachers, and paraeducators in age-appropriate strategies.

Staff within the district have made a committed effort to enhance their instructional strategies through the integration of technology into their class activities. Our technology department has worked to improve our wireless capabilities and install interactive whiteboards. Currently, 68 percent of our classrooms are equipped with interactive technologies. Enhancements to our technology infrastructure, coupled with related professional learning, have contributed to a significantly broader and more efficient use of technology.

Inter-Lakes High School has completed its accreditation review. Based on a number of variables that contribute to a quality school, the New England Association of Schools and Colleges (NEASC) determined that the high school's accreditation should be continued and without the need for special interim reports to NEASC's Commission on Public Secondary Schools.

Contributing to the success of the accreditation process was the staff at the high school who worked very hard to complete what needed to be done to prepare for the accreditation visitation. In addition, it is the work that is done year in and year out to continuously improve the quality of student learning that resulted in the school's high accreditation status.

In addition to the coordinated group work that has been done throughout the district to improve learning opportunities for students, several staff have earned special recognition. Mr. Corey Henderson, Inter-Lakes High School's world language teacher, received special recognition when his article on Differentiation in Teaching World Language was published in the New Hampshire Journal of Education. He was also selected to present at the Eastern Regional Teachers of World Language Convention in Maryland this spring. In June, Ms. Shirley Jacobs was recognized as the New Hampshire Elementary Guidance Counselor of the Year at the annual EDies Awards Ceremony in Manchester.

Three staff members who have given a combined 81 years of dedicated service to the students of the Inter-Lakes School District will be retiring in June. Susan Lamoreaux has served as the media generalist for Inter-Lakes Elementary School for 30 years; Patti Quinn has served as the art teacher at Inter-Lakes Elementary School for 28 years; and Norm Roulx has taught middle school science at Inter-Lakes Middle Tier for 23 years.

Despite a gradual reduction in the number of high school students over the last several years, enrollment figures indicate relative stability within the district. The district-wide enrollment of 1,135 is approximately what was expected for the year. The table below illustrates a breakdown for the last three years (based on the official October 1, 2011 data):

2011	
Inter-Lakes Elementary	377
Inter-Lakes Middle Tier (5-6)	151
Inter-Lakes Middle Tier (7-8)	170
Inter-Lakes High School	365
Sandwich Central School	72
Inter-Lakes Total	1,135

2010	
Inter-Lakes Elementary	371
Inter-Lakes Middle Tier (5-6)	146
Inter-Lakes Middle Tier (7-8)	164
Inter-Lakes High School	382
Sandwich Central School	76
Inter-Lakes Total	1,139

2009	
Inter-Lakes Elementary	369
Inter-Lakes Middle Tier (5-6)	148
Inter-Lakes Middle Tier (7-8)	177
Inter-Lakes High School	389
Sandwich Central School	79
Inter-Lakes Total	1,162

There are several areas of interest regarding enrollment. First, class sizes at all levels fall within the recommended standards provided by the New Hampshire Department of Education. Average class sizes at Inter-Lakes Elementary School are 18.3; at Sandwich Central School, 14.6; at the Middle Tier, 20.2; and, at Inter-Lakes High School, 18. Second, there are currently 214 students, including pre-school, who are identified and receiving special education services this year. This represents 19 percent of the district's population. This is a 2 percent increase over last year. Third, 113 students in kindergarten through grade 6 participate in the Title I program—29 students receive supplemental instruction in reading, 21 in math, and 63 in both reading and math. Fourth, there are 27 students who are home educated for at least part of the day. This represents approximately 3 percent of the district's school age (6-18) children. Fifth, 30 students from the high school take advantage of the program offerings at the Huot Technical Center in Laconia or the horticulture program at Winnisquam High School.

As has been frequently stated in previous annual reports, I believe the level of involvement and support our schools receive from the community is something that sets the Inter-Lakes School District apart from many less fortunate school districts in New Hampshire. Volunteerism in our schools and school-business partnerships continue to have a very positive impact on the quality of learning opportunities for our students. The volunteers who worked with the seventh grade students (who went on to become national winners) in the Eco-Challenge competition are an example of what can happen with strong community involvement.

Another notable example of volunteerism and involvement is the long-term planning initiative that is currently ongoing. Fifteen individuals from the Inter-Lakes school community are working with an outside consultant to develop the mission, vision, and core belief statements that will be used to develop a district and school action plan for improvement. The initial phase of this work will be completed and presented to the Inter-Lakes School Board in May.

I trust that your interest and involvement in school-related events will continue. I encourage you to attend the annual district meeting on Wednesday, March 7th, at 7:00 p.m. The meeting will be held in the Inter-Lakes High School gymnasium.

Respectfully Submitted,

Dr. Phillip G. McCormack
Superintendent of Schools

Principal's Report Inter-Lakes High School

As I reflect on the accomplishments of Inter-Lakes High School over the course of the last school year, I have to take a moment to acknowledge how proud and fortunate I am to be able to work in a community that does so much to support the education of its children. The students at Inter-Lakes High School are amazing young people who contribute to their community in a variety of ways. The staff members are talented, dedicated and compassionate and continually strive to provide the best possible education to our students. We are truly appreciative of the resources that are available to us and of the support of the community, the school board and the superintendent as we continue our commitment to using research proven techniques, programs and processes to improve student achievement.

Inter-Lakes High School hosted an accreditation visiting team from the New England Association of Schools and Colleges (NEASC) on March 27 through 30, 2011. The visiting committee of 15 educators from a variety of schools in New England examined our self-study, the list of *Critical Strengths and Needs* resulting from the self-study, curriculum materials, student work and other evidence in an effort to identify Inter-lakes High School's strengths and areas of need for each of the seven standards for accreditation.

The report of the visiting committee was reviewed by the NEASC's Commission on Public Secondary Schools (CPSS) at its September 25-26, 2011 meeting and the CPSS voted to award Inter-Lakes High School continued accreditation in the NEASC.

All schools that are accredited are required to submit a two-year progress report as a follow-up to the accreditation visit. Of the accredited high schools in New England, 80% are required to follow up to an accreditation visit with a special progress report detailing the steps they are taking to address concerns that the Commission has with the school. I am very proud to say that ILHS is among the 20% of schools in New England that do not have to submit a special progress report to the Commission.

The notification letter contains a variety of commendations, as well as some highlighted recommendations. The commendations centered on the variety of programs and supports for students' success offered by the school and community. The highlighted recommendations centered on curriculum work and teacher collaboration. The full text of the letter is posted on the ILHS website.

The Inter-Lakes High School guidance and counseling program provided approximately 400 students with a range of activities such as crisis intervention counseling, individual and small group counseling, formal interest assessments, career and college planning, assistance in course selection, contact with post-secondary institutions, informational parent and student workshops, and support with individual development of educational, personal, social, and career goals.

The Greater Meredith Career Partnership Program, a private-public partnership, continues to build community and career connections for students. In 2010-2011, 25 students did internships and 46 students participated in job-shadowing. Over 400 students experienced 17 classroom speakers and 30 students participated in community service events. Eighty students accessed potential summer employers through a program entitled, "Summer Employment Days." During Summer Employment Days, students met with business owners and managers, filled out employment applications and many experienced their first job interview. Ten local businesses visited the school for this program.

Seventy-seven percent of the Class of 2011 elected to pursue post-secondary education opportunities at two- or four-year colleges. The remaining 23 percent entered educational and specialist programs in the Armed Services, or entered the workforce. Sixty-five percent of Inter-Lakes High School students took the SAT (Scholastic Aptitude Test) or ACT tests. Students in grades 9 through 11 continue, with guidance collaboration, to pursue a sequential program of studies leading to the acquisition of a high school diploma and a personal post-secondary plan.

The activity at Inter-Lakes High School does not stop at the end of the academic day, and the co-curricular program continues to enjoy a wide degree of student participation. There were 133 students who participated in fall sports, 85 students who participated in winter sports, and 98 students who participated in spring sports, for a total of 316 student athletes participating over the course of the 2010-2011 school year. Forty-three percent of our athletes are one-season athletes, 37% are two-season athletes, and 19% are three-season athletes.

Other opportunities for students include Student Council with 25 participants, National Honor Society with 29 participants, Math Team with 20 participants, Yearbook with 13 participants, Future Business Leaders of America with 16 participants, Chorus with 28 participants, Band with 54 participants, Jazz Ensemble with 15 participants, LifeSmarts with 11 participants, Destination Imagination with 25 participants, Art Club with 15 participants, Outing Club with 25 participants, Drama with 28 participants, Intramural Floor Hockey with 25 participants, and Teens Against Destructive Decisions with 41 participants. All told, there are 370 students participating in clubs and activities, and a grand total of 686 participants in the Inter-Lakes co-curricular program, a number which is a positive indication of the involvement of students in healthy and productive activities.

The LifeSmarts team won the state competition for the third year in a row and went on to capture second place in the national competition in Los Angeles, California. The Inter-Lakes High School chapter of the Future Business Leaders of America Club was named an Honors Chapter at the 2011 annual state meeting. Eleven members of the band, 3 members of the jazz band and 14 members of the chorus were selected for the Lakes Region Honors Music Festival in January of 2011. Corey Henderson, Mark Parsons and Nancy Stetson took 19 students to Spain in April of 2011. The students visited Barcelona, Granada, Madrid, Toledo and Cordoba.

The Student Council ran very successful Spirit and Winter Carnival weeks and contributed to needy families at both Thanksgiving and Christmas. National Honor Society (NHS) students were once again involved in several service projects including raising money for families in need, the American Cancer Society, and for scholarships. NHS students helped organize and host the Empty Bowls Project last spring which raised money for the local food pantry, hosted the annual Red Cross Blood Drive, and held their annual Coffee House during Arts Week in May. Some individual service work done by members included tutoring, coaching, mentoring, childcare, serving meals to the homeless, and visiting the elderly, just to name a few. Collectively, NHS members again donated well over 2000 hours in service to others within our communities and beyond.

Team honors and accomplishments for the 2010-2011 school year included the Math Team finishing second in the Lakes Region competition and third in the state competition, and the Boys' Nordic Ski Team capturing first place in the Division IV State Championship.

Individual honors and accomplishments include Rachel Leone (Class of 2012), Samuel Mailand (Class of 2012), Braelynne Morrow (Class of 2012), Megan Shuffleton (Class of 2012), and Robert Wood (Class of 2012) completing the St. Paul's Advanced Studies Program.

Austin Hart (Class of 2011) and Adam Merkwan (Class of 2011) won the Nordic Skate Relay Championship at the Nordic Meet of Champions, and Austin Hart was the State Champion for the Classic race at the Nordic Meet of Champions. Samuel Baggaley (Class of 2011), Samuel Baket (Class of 2011), Alex Butcher-Nesbitt (Class of 2011), and Galen Muskat (Class of 2011) were recipients of the Principal's Academic Sport Awards.

For the Arts, Inter-Lakes High School had 57 student exhibitors at the Sandwich Fair art show, 82 student exhibitors at the Meredith Public Library art show, and 12 participants in the Plymouth State University Juried art show. Fifty-six of our students received awards in these shows. In addition, the Inter-Lakes High School Arts Week Show incorporated the works of over 82 students.

We can and should be very proud of our students and congratulate them for their achievements.

Inter-Lakes High School is a dynamic and vital institute of learning. The students and staff are fortunate to be able to participate in the educational opportunities available in the district. The leadership of the superintendent and the school board, and the support of the community are truly appreciated.

Respectfully Submitted,

Patricia Kennelly

Inter-Lakes High School Principal

Principal's Report Inter-Lakes Middle Tier

Inter-Lakes Middle Tier (ILMT) is made up of students in grades 5 through 5. Students in fifth and sixth grade from Meredith and Center Harbor attend Inter-Lakes Elementary School. Seventh and eighth grade students receive their instruction at Inter-Lakes Junior/Senior High School. The current enrollment of ILMT is 323 students and is projected to remain consistent in the near future.

The definition of the Middle Tier could be transition. We attempt to transition children as elementary students who are dependent on adults, to high school students who are independent learners, supported and guided by adults. The Middle Tier is designed to be a series of steps that increase in complexity for students to climb as they obtain necessary skills and concepts that will serve them later in life.

The primary mission of our public schools is to arm our students with academic skills that allow them to be productive citizens in our democratic society. In the State of New Hampshire and every state in our country, schools are required to demonstrate that all of their students are making progress in the areas of reading and mathematics. This is mandated by federal legislation under *No Child Left Behind*. Inter-Lakes Middle Tier was designated as a School in Need of Improvement during the 2010-2011 school year. This designation was a result of not making Adequate Yearly Progress (AYP) in mathematics with our students who have educational disabilities, and students who are economically disadvantaged in 2008-2009. The following strategies were utilized to address the School in Need of Improvement designation:

- Utilize consistent and systematic instructional strategies in mathematics that maximize resources (i.e., personnel, time, program of instruction, etc.).
- Increase parent involvement and knowledge to support student achievement in mathematics.
- Provide students with additional learning opportunities during and/or after the school day and/or school year.

It is important to note that the overall population of Inter-Lakes Middle Tier, which includes the disaggregated populations of economically disadvantaged and educationally disabled, met the performance targets set by the New Hampshire Department of Education in reading and mathematics. In mathematics in 2005, 59 percent of our students were considered proficient in mathematics. In 2010, that proficiency increased to 81 percent in mathematics. Similar results can be seen in the area of reading. In 2005, 64 percent of our students were considered proficient. That increased in 2010 to 84 percent of our students being classified as proficient in reading. Other achievement data, including the Northwest Evaluation Association Measure of Academic Progress results in reading and mathematics, would indicate our students are making exemplary academic progress.

As we continue to work to improve the curriculum and instruction that students receive at Inter-Lakes Middle Tier, it is important to note the myriad of services and opportunities we offer students. Inter-Lakes Middle Tier students receive a wide range of instruction in specialty areas. Students in grades 5 through 8 receive regular instruction in Spanish, physical education, music, art, technical education, family and consumer science, health, and computer. We have a strong program of instrumental and choral music in grades 5 through 8. Many of our students participate in the Middle Tier Theatre Company that presents two productions every year. Inter-Lakes Middle Tier fields interscholastic teams in basketball, spirit, baseball, track, Alpine ski, Nordic ski, soccer, volleyball, and softball, providing athletic opportunities for over a hundred students every year. Destination Imagination Teams, Math Teams, an Art Club, I-LES Intramurals, and Student Leadership provide additional opportunities for students to be involved in activities to enrich their educational experiences. Inter-Lakes Middle Tier offers tutoring in mathematics and reading, as well as homework clubs to support core academic learning.

I wrote these words last year and they still hold true: “Inter-Lakes Middle Tier is blessed with a terrific group of students. Every day the children of Inter-Lakes Middle Tier do great things, whether it is as mathematicians, readers, scientists, artists, musicians, athletes or as kind and caring human beings. They accomplish great feats. It is amazing to view the evidence of their talent, hard work, and determination. I urge you to access the many events that showcase the accomplishments of our young people.”

Young people can not be successful in isolation. It requires a caring community. Involved parents and strong families are the foundation for successful children. Without that foundation, schools are truly challenged to be successful. With a vital partnership of school and home, children flourish. The Inter-Lakes PTO is an example of a strong partnership. They do so much for our school and students.

I would be remiss if I did not recognize several individuals who are symbolic of a community who values their children and education. Mr. Norman Roulx, who teaches seventh grade science, Ms. Patricia Quinn, who teaches elementary art, and Mrs. Susan Lamoreaux, the Inter-Lakes Elementary School Media Generalist are all retiring at the end of this year. Their contributions to students will be missed in the years to come. I wish them good fortune in their retirement.

I am proud of Inter-Lakes Middle Tier. The staff of Inter-Lakes Middle Tier, whether they are teachers, counselors, educational assistants, secretaries, school nurses, custodians, or food service workers, continually work to make our schools the best possible place for children. It is a privilege to work with the outstanding students that make our schools special. I am also blessed to live and work in communities that value education at a high level. Even in difficult economic times, the communities of the Inter-Lakes School District step forward to support their schools. Many challenges lie before us. The work to maintain a quality school is never finished. We must constantly seek to improve the experiences that we provide students. The world is rapidly changing and, if we want our young people well prepared, we must work diligently to provide them with the best possible education.

Respectfully Submitted,

Everett Bennett, Jr.
Inter-Lakes Middle Tier Principal

Principal's Report Inter-Lakes Elementary School

It is my pleasure to submit the annual report for grades PK - 4 at Inter-Lakes Elementary (*Home of the Blue Wave!*). Let me start by saying that I am very pleased and excited about the direction in which our school is heading. All of the hard work we are doing is really becoming more and more evident as I look at many different indicators of growth and success.

How do I know that good things are happening? We measure the effectiveness of our efforts and programs in several different ways. Our state testing results, as measured by the NECAP, show that, in the past six years, we have grown from having 63% to 75% of our students scoring "proficient or above". We will continue to strive to reach the lofty goal of 100% proficiency, as set forth in No Child Left Behind, by 2014. While we are still identified as a School In Need of Improvement due to the scores of our students with educational disabilities, our "whole school" results meet or exceed the challenging targets set by the State of New Hampshire.

In addition to the annual state test, we regularly assess our students using our own in-house assessments, as well as a standardized test called *Measures of Academic Progress (MAP)*. The MAP test charts individual student growth as measured three times during the year. It then compares the growth of our students to the growth and achievement of students from across the country. As reported to the school board in the spring, our students' overall growth was in the top 30% of all students in the United States. These are excellent results of which we can all be very proud.

Finally, another important data source comes from an annual survey (the EFF Survey) given to parents, staff, and students. This survey provides us with data regarding how staff, students, and parents view and perceive our school. In reviewing EFF data for the past 3 years, our most recent results are at an all-time high, with an overwhelming percentage of responses indicating a great deal of satisfaction with our school. It was very gratifying for me and the staff to see how highly our school was rated by our students and parents. This is just one more indicator that we are on the right track and that great things are happening at I-LES.

The good things that happen at our school are not a matter of luck or chance. There is a great deal of planning and hard work that goes into continual school improvement. Today's teachers don't just focus on their own students and their own classrooms. Their job is much more demanding and expansive. I am very proud of the countless hours of work our staff has devoted outside the regular school day. All summer long, you can find staff members involved in professional development and/or teaching summer school. Gone are the days when the school closed its doors at the end of June. This school is alive with activity year-round! There is no doubt that, without the dedication and involvement of our staff, none of what we have accomplished would be possible. I applaud our outstanding educators for a job well done and appreciate the support of our parents and local community.

Together, as a school community, we continue to learn and grow so that we can provide the very best to our children. We hope that you feel the positive energy and see the good things happening at I-LES. Together, we make great things happen!

Respectfully Submitted,

Dr. Steven T. Kelley
Inter-Lakes Elementary School Principal

Principal's Report Sandwich Central School

Sandwich Central School has enjoyed another productive and busy year. Continued initiatives and many activities, both old and new, were the highlights of the 2010-2011 school year.

Every year when I prepare this report, I am amazed at the number of events and activities in which students and staff participate. School assemblies included visits by the Albodora Arts ensemble, Global Animal Safari, the New England Brass Ensemble, African Drum and Dance Corp, and Mt. Everest climber Jim Gagne. Teachers attended workshops on the Fountas & Pinnell reading initiative, NWEA MAP testing, and bullying prevention. Individual classrooms had presentations by architects, pilots, lawyers, fish hatchery experts, geologists, astronomers and more.

Students participated in many field experiences during the year. Science research continued in the Cold River, resulting in a public presentation of data and conclusions on the health of the watershed. Some students visited the Mt. Washington Observatory via the world famous auto road. Still other students found the summits of Bald Knob and Mt. Katherine using only two-footed transportation. One group of students traveled to Concord to see a performance of Chinese drums, and also to visit the McAuliffe-Sheppard Discovery Center. We fit in trips to walk the Boston Freedom Trail and did some research at the Boston Museum of Fine Arts.

Student performances are an important part of our program. In addition to two concerts a year, our students also produced a talent show and a musical comedy about the American Revolution. Members of the band performed not only on the Mt. Washington ship, but also in front of thousands of fans in Manchester at a Fisher Cats baseball game. Artistic expression of a different kind was showcased on the annual Sandwich Fair parade float.

Much of last winter was spent working on a school-wide theme called, "Aspire to Make a Difference: The Power of One". Students read a common book showing the power of one person to make a difference in the world. From gymnasium size floor maps of the world, to wearing clothes and making food from the region in the book, students embraced this idea of the power of one. To emphasize the point, students were encouraged to donate pennies so that they could make a donation to a charity. Over 30,000 pennies were collected in two months, showing the students how something as small as one cent can make a difference when it is shared. The money was split between a local Plymouth charity and an organization in Afghanistan.

I am always humbled by the number of volunteers and the amount of work they donate to our school and children. Working under the umbrella of the PTO, or simply offering to run a brief activity in a classroom, community members are generous with their time, skills and support. We often receive help, services or the use of resources from the Town of Sandwich, Sandwich Fair Association, Samuel Wentworth Library, Sandwich 4-H Club, and Sandwich Historical Society - to name a few of our partners. The PTO in Sandwich sponsors events including dinners, math nights, yoga, chess, Lego clubs and field day.

There is a spirit at Sandwich Central School that is apparent when you enter the building. Caring people who are supported by a caring community are working together to foster exceptional learning opportunities for our children. Thank you for your continued support.

Respectfully submitted,

John Hansen
Sandwich Central School Principal

Salary Schedule 2011-2012

Step	BA	MA	MA+30
1	36,138	40,828	43,174
2	38,483	43,174	45,519
3	40,828	45,519	47,865
4	43,174	47,865	50,210
5	45,519	50,210	52,555
6	47,865	52,555	54,901
7	50,210	54,901	57,246
8	52,555	57,246	59,591
9	54,901	59,591	61,937
10	57,246	61,937	64,282
11	57,806	62,497	64,842
12	58,366	63,057	65,402
13	58,926	63,617	65,962
14	59,486	64,177	66,522
15	60,047	64,737	67,083
16	60,607	65,297	67,643
17	61,167	65,858	68,203
18	61,727	66,418	68,763
19	62,287	66,978	69,323
20	62,847	67,538	69,883
21	63,407	68,098	70,443
22	63,968	68,658	71,004
23	64,528	69,218	71,564
24	65,088	69,778	72,124
25	65,648	70,339	72,684
26	66,208	70,899	73,244
27	66,768	71,459	73,804
28	67,328	72,019	74,364
29	67,888	72,579	74,925
30	68,449	73,139	75,485
31	69,009	73,699	76,045
32	69,569	74,260	76,605
33	70,129	74,820	77,165
34	70,689	75,380	77,725
35	71,249	75,940	78,285
36	71,809	76,500	78,845
37	72,370	77,060	79,406
38	72,930	77,620	79,966
39	73,490	78,181	80,526
40	74,050	78,741	81,086
41	74,610	79,301	81,646
42	75,170	79,861	82,206
43	75,730	80,421	82,766
44	76,291	80,981	83,327
45	76,851	81,541	83,887
46	77,411	82,101	84,447
47	77,971	82,662	85,007

Inter-Lakes Personnel 2011-2012 School Year

District-Wide Personnel

Name	Position	Educational Information
Leasa Armour, B.S.	Systems Administrator	Plymouth State University
Stuart Benton, A.S.	Maintenance Level II	NH Vocational Institute
Kerri Biller, B.A.	English as a Second Language Teacher	Plymouth State College
Roy E. Bouldry	Custodian	
Wendi Cantwell, M.S.	Secretary/Curriculum Department	Southern NH University
Jeffrey Cloos, M.A.	Athletic Director	Winthrop University
Patricia Coes, A.S.	Technology Technician I	NH Technical College
Christina A. Gribben, M.Ed.	Guidance Director	The American University
Allan C. Hale, Jr., M.B.A.	Technology Director	Plymouth State College
James J. Hart	Maintenance	
Lisa C.W. Hibbert, M.S.	Speech/Language Pathologist	Boston University
Kathleen M. Hill, M.Ed.	Curriculum Coordinator	Plymouth State College
Mary R. Mailand, M.A.	Speech/Language Pathologist	University of Colorado
Bryan J. Prescott	Maintenance	
John W. Rankin, A.S.	Technology Technician I	NH Technical College
Constance M. Ryan, M.A.	Speech/Language Pathologist	State University of New York
Carol Y. Towne, B.S.	Occupational Therapist	Dominican College
Chris Wald, A.S.	Facilities Director	Hartford State Technical College

Inter-Lakes Elementary School (Grades Pre-K - 4)

Name	Position	Educational Information
Steven T. Kelley, Ph.D.	Principal	University of New Hampshire
Kathleen A. Mulcahy, M.Ed.	Assistant Principal	Plymouth State College
Sylvia A. Baker	Office Manager	
Janet Balise, M.Ed.	Diagnostic Prescriptive Teacher	Notre Dame College
Kim B. Bannon, B.S.	Grade 1 Teacher	Plymouth State College
Janet M. Bayard, B.A.	Special Education Paraeducator	Upsala College
Tracey Bickford, B.S.	Special Education Paraeducator	Plymouth State College
Judith A. Billera, M.Ed.	Grade 3 Teacher	Antioch of New England
Sandra L. Blake, B.S.	Grade 2 Teacher	Plymouth State College
Susan L. Borders, A.S.	Special Education Paraeducator	New Hampshire Technical Institute
Antonia Brown, M.Ed.	Special Education Paraeducator	Notre Dame College
Kelly Bunnell	Special Education Paraeducator	
Kathleen Burke, M.Ed.	Grade 4 Teacher	Plymouth State University
Patsy L. Buteau, B.S.	Grade 4 Teacher	Mankato State University
Sarah Carlson, B.A.	Special Education Paraeducator	Augustana College
Wendy L. Chappuis, A.A.	Special Education Paraeducator/Speech Asst.	Granite State College
Demetra P. Daly, B.S.	Kindergarten Teacher	Springfield College
Laurie Damon, B.S.	Grade 5 Teacher	St. Joseph's College
Dawn M. Davis	Special Education Paraeducator	
Maria Diaz, B.A.	Spanish Teacher	San Jose State University
Stacey L. Dickinson, A.S.	Library Media Assistant	NH Vocational Technical College
Deborah A. Dixon, M.Ed.	Early Intervention Teacher	Antioch of New England
Heather Donahue	Special Education Paraeducator	
Rebecca Dowd, M.Ed.	Grade 1 Teacher	University of New Hampshire
Susan L. Dumais	Special Education Paraeducator	
Denise Dunlap, M.Ed.	Grade 4 Teacher	Plymouth State College
Colette M. Fand, B.A.	Special Education Paraeducator	Ithaca College

Inter-Lakes Personnel 2011-2012 School Year

Inter-Lakes Elementary School (Grades Pre-K - 4) *(continued)*

Name	Position	Educational Information
Lynn R. Fletcher	Paraeducator	
Tammy A. Giroux	Special Education Paraeducator	
KarolBeth Glover, M.S.	Computer Technology Teacher	Lesley College
Susan M. Greenlaw, M.Ed.	Grade 3 Teacher	Antioch of New England
Faith A. Hanney	Paraeducator	
L. Michael Hatch	Custodian	
Mona Hoefs, M.Ed.	Instrumental Music	Plymouth State College
Dolores F. Humiston, B.S.	Special Education Teacher	College for Lifelong Learning
Jamie Intoppa, B.A.	Special Education Paraeducator	Plymouth State College
Linda I. Jennings, B.A.	Grade 2 Teacher	Mount Saint Mary College
Cheryl B. Johnson	Title I Paraeducator	
Christyne M. Jones	Special Education Paraeducator	
Marcy F. Kelley, B.S.	Reading Recovery Teacher/Title I Paraeducator	Plymouth State College
Jennifer K. Kemper, M.S.	Grade 2 Teacher	Long Island University
Victoria M. Konchak, B.A.	Title I Paraeducator	College for Lifelong Learning
Julie S. Krisak, M.Ed.	Music Teacher	Plymouth State University
Susan O. Lamoreaux, MLIS	Media Generalist	University of Rhode Island
Cynthia M. Lesperance, C.N.A.	Special Education Paraeducator	New Hampshire Technical College
Rosemary E. Locke, M.A.	Special Education Paraeducator	Ohio State University
Dawn M. Lovell, A.S.	Special Education Paraeducator	Bay State Junior College
Kay V. Marini, M.S.	Special Education Teacher	Long Island University
Teresa McCormack, A.S.	Nurse	New Hampshire Technical Institute
Kelly A. Meier, B.S.	Grade 2 Teacher	Keene State College
Wanda H. Miller, B.S.	Grade 3 Teacher	University of Oklahoma
Donna K. Oliver, M.S.	Grade 1 Teacher	Wheelock College
Alesia J. Parks, M.Ed.	Reading Specialist/Title I Coordinator	Plymouth State College
Dawne M. Pelczar, B.S.	Grade 3 Teacher	Plymouth State College
Tracey Pratt, B.A.	Special Education Paraeducator	Granite State College
Patricia M. Quinn, B.S.	Art Teacher	Plymouth State College
Linda J. Ristaino	Title I Paraeducator	
Lori Rotonelli	Special Education Paraeducator	
Leona M. Schultz, B.A.	Special Education Paraeducator	Castleton State
Ariane A. Shuffleton, M.Ed.	Grade 4 Teacher	University of New Hampshire
Ashley Shuffleton, M.Ed.	Guidance Counselor	Plymouth State University
Elizabeth Simpson, M.A.	Reading Recovery Teacher	Sacred Heart University
Dawn Stone	Special Education Paraeducator	
Faith Stuart, B.S.	Title I Paraeducator	Plymouth State College
Donna J. Sturgeon	Custodian	
John P. Swift, II, B.S.	Physical Education Teacher	Plymouth State College
Christine Taggett, A.S.	Special Education Paraeducator	New Hampshire Technical College
Erin L. Towle, B.S.	Kindergarten Teacher	Keene State College
Sonja Trainham	Special Education Paraeducator	
Joan S. Very	Paraeducator	
Alan F. Vicente, B.S.	Custodian	Cebu Institute of Technology
Stephen D. Watson, B.A.	Special Education Teacher	University of New Hampshire
Janice M. Weatherbee	Custodian	
Cheryl B. Widman, M.Ed.	Special Education Teacher	Antioch of New England
Nancy Wiggin	Special Education Paraeducator	
Beverly A. Williams	Special Education Paraeducator	
Tracy L. Woodaman, A.S.	Title I Paraeducator	Endicott College

Inter-Lakes Personnel 2011-2012 School Year

Inter-Lakes Elementary School (Grades Pre-K - 4) *(continued)*

Charles P. Yaeger, M.Ed.	Physical Education Teacher	Bowling Green State University
Donald W. York	Custodian	
Ronda L. Young, B.S.	Pre-School/Special Education Teacher	Plymouth State College

Inter-Lakes Middle Tier (Grades 5 - 8)

Name	Position	Educational Information
Everett E. Bennett, Jr., M.Ed.	Principal	Plymouth State College
Debra A. Doten	Office Manager	
Sarah Bannister, A.S.	Special Education Paraeducator	Lakes Region Community College
Thomas Bates, B.A.	Special Education Paraeducator	University of San Francisco
Rebecca Billin	Special Education Paraeducator	
Janice Borsh, M.Ed.	Reading Specialist	State University of New York
Cynthia A. Boucher	Special Education Paraeducator	
Patricia A. Browher, B.A.	Grade 5 Teacher	Rivier College
Tracey Burhoe, M.Ed.	Special Education Teacher	Plymouth State University
Patricia A. Callesano	Special Education Paraeducator	
Elaine K. Campbell, B.S.	Special Education Paraeducator	University of Maine
Kathleen DeTolla, M.A.	Grade 6 Teacher	Adelphi University
Emily Dickson, A.S.	Special Education Paraeducator	Thompson Sch. of Applied Science
Virginia M. Donaldson, M.Ed.	Special Education Teacher	Antioch of New England
Michelle Downs	Special Education Paraeducator	
Denise M. Dunlap, M.Ed.	Grade 4 Teacher	Plymouth State College
Emily Eynon, M.A.T.	Music Teacher	Univ. of the Arts, Philadelphia
Donna Findlay	Special Education Paraeducator	
Geralynn Fountain, B.S.	Special Education Paraeducator	Siena College
Laura Giusti-Bennett, B.S.	Special Education Paraeducator	Plymouth State College
KarolBeth Glover, M.S.	Computer Technology Teacher	Lesley College
Rebecca Grinavic	Special Education Paraeducator	
Dorothy A. Hartson, M.Ed.	Grade 7 Math Teacher	Antioch of New England
Megan E. Hayman, M.Ed.	Grade 6 Teacher	Antioch of New England
Margaret A. Healey, M.Ed.	Grade 6 Teacher	Antioch of New England
Corey Henderson, B.A.	Foreign Language Teacher	Keene State College
Joshua Hill, B.S.	Special Education Teacher	Plymouth State College
Julia Hird, M.Ed.	Grade 5 Teacher	Antioch of New England
Patricia R. Hodges	Special Education Paraeducator	
Mona Rae Hoefs, M.Ed.	Instrumental Music Teacher	Lesley University
David J. Horvath	Special Education Paraeducator	
Stephanie P. Howard, B.S.	Grade 5 Teacher	Plymouth State College
Diane I. Hueber	Special Education Paraeducator	
Joanne Joy, B.A.	Support Services Secretary	
Julie Krisak, M.Ed.	Music Teacher	North Adams State College
Melissa B. LaPan, M.Ed.	Grade 6 Teacher	Plymouth State University
David E. Larrabee, B.S.	Grade 8 Math Teacher	Plymouth State University
Lisa S. Lorch, M.S.	Grade 8 Teacher	Baptist Bible College
Amy MacDonald, M.S.	Special Education Paraeducator	Southern Conn. State University
Sheryl A. MacMillan, B.A.	Art/Technology Education Teacher	Wheelock College
Melissa J.B. Manville, M.Ed.	Grade 7 Reading/Literature Teacher	Regis College
M. Elizabeth McGourty	Special Education Paraeducator	Antioch of New England
Nancy B. McIver, M.Ed.	Family & Consumer Sciences Teacher	
Nancy C. Page	Special Education Paraeducator	University of Southern Maine

Inter-Lakes Personnel 2011-2012 School Year

Inter-Lakes Middle Tier (Grades 5 - 8) *(continued)*

Name	Position	Educational Information
Alesia J. Parks, M.Ed.	Reading Specialist/Title I Coordinator	Plymouth State College
Barbara A. Pope, Ed.S.	Guidance Counselor	Nova Southeastern University
Rebecca T. Price, M.Ed.	Industrial Arts/Technology Education Teacher	Plymouth State College
Patricia Quinn, B.S.	Art Teacher	Plymouth State College
Cynthia A. Reid, M.Ed.	Health/Biology Teacher	Plymouth State College
Carolyn E. Rideout, A.S.	Special Education Paraeducator	New Hampshire Technical College
Steven T. Roberts, M.S.	Grade 8 Science Teacher	Antioch of New England
Norman R. Roulx, M.A.	Grade 7 Science Teacher	Plymouth State College
Elizabeth Savage, B.S.	Physical Education Teacher	Plymouth State College
Marion F. Shaw	Special Education Paraeducator	
Linda J. Simons	Special Education Paraeducator	
Shirley L. Smith, B.S.	Special Education Paraeducator	Plymouth State College
Sandra J. Spiro-Ramsay, M.Ed.	Guidance Counselor	Plymouth State University
Paula Sullivan, B.S.	Special Education Paraeducator	Bridgewater State College
John P. Swift, B.S.	Physical Education Teacher	Plymouth State College
Wendy C. Taylor, B.A.	Grade 7 Social Studies Teacher	Keene State College
Brenda Thibeault	Special Education Paraeducator	
Cynthia A. Thomas	Special Education Paraeducator	
Deborah L. Ulm	Special Education Paraeducator	
Nancy A. Watt, B.S.	Grade 8 Social Studies Teacher	Plymouth State College
Kirsten Williams, B.S.	Special Education Paraeducator	Plymouth State University
Charles P. Yaeger, M.Ed.	Physical Education Teacher	Bowling Green State University

Inter-Lakes High School (Grades 9 - 12)

Name	Position	Educational Information
Patricia E. Kennelly, M.Ed.	Principal	Harvard University
William R. Athanas, M.Ed.	Assistant Principal	Plymouth State College
Michelle McGourty, A.A.	Office Manager	Quinsigamond Community College
Grace Ainsworth, B.S.	Guidance Registrar	Franklin Pierce College
Roy D. Arceno	Custodian	
Leasa Armour, B.S.	Systems Administrator	Plymouth State University
Charles Bates, M.S.	Business/Computer Teacher	Southern NH University
Mary-Margaret Bedford, B.A.	Foreign Language Teacher	University of Tennessee
Emily Billin	Special Education Paraeducator	
Patricia A. Bogert	Library Media Assistant	
Laura Brusseau, B.S.	Social Studies Teacher	Plymouth State University
Tracey L. Burhoe, M.Ed.	Special Education Teacher	Plymouth State University
Lora Carney, M.Ed.	Mathematics Teacher	Plymouth State College
Brigitte B. Carpenter	Special Education Paraeducator	
Jamie Carrier Edge, M.A.	Guidance Counselor/School Assistance Program Coordinator	Antioch of New England
Lisa Carter, B.A.	Special Education Paraeducator	Plymouth State College
Kenneth Chandler, A.S.	Custodian	University of Phoenix
Franciene Clement	Health Room Assistant	
Glen M. Copatch, B.S.	Industrial Arts/Technology Education Teacher	Fitchburg State College
Jason Cornelissen	Auditorium Manager	
Donald Crowell, B.A.	Social Studies Teacher	Southern NH University
Eileen M. Culkin, M.Ed.	Media Generalist	Plymouth State College

Inter-Lakes Personnel 2011-2012 School Year

Inter-Lakes High School (Grades 9 - 12) *(continued)*

Name	Position	Educational Information
Michelle J. Diamond, M.Ed.	English Teacher	Plymouth State University
Lori L. Donahue, M.Ed.	English Teacher	Plymouth State University
Margaret Donovan	Special Education Paraeducator	St. Anselm College
Kimberly Durand, B.	Special Education Paraeducator	Plymouth State University
Matthew Eldridge, M.	Special Education Paraeducator	Univ. of the Arts, Philadelphia
Emily Eynon, M.A.T.	Music Teacher	Keene State College
Jessica L. Ferren, B.A.	Social Studies Teacher	Plymouth State University
Reuben Fuchs, B.S.	Social Studies Teacher	University of Virginia
Sarah T. Harbrook, M.A.	English Teacher	University of Maine at Orono
Rebecca Hartson, B.A.	Special Education Paraeducator	University of New Hampshire
Timothy E. Hayman, M.S.	English Teacher	
Kathleen A. Holly	Paraeducator	Keene State College
Louella J. LaBrie, B.S.	Physical Education Teacher	Bentley College
Jeffrey Langevin, M.S.	Mathematics/Physics Teacher	
Annmarie Lavoie	Custodian	
Kristine McGurkin, M.A.	Science Teacher	University of Phoenix
Nancy B. McIver, M.Ed.	Family & Consumer Sciences Teacher	University of Southern Maine
Kathleen McPherson, A.S.	Special Education Paraeducator	New Hampshire Technical Institute
Diane L. Mega, M.Ed.	Mathematics/Computers Teacher	Rivier College
Michael Moran	Auditorium Technician Assistant	
Amanda Nartiff, M.Ed.	Resource Room Teacher	Lesley University
Robert Nelson	Custodian	
Diane C. Nye	Special Education Paraeducator	
Mary E. Nyhan, M.Ed.	English Teacher	Plymouth State College
Sarah Otis, B.S.	Mathematics Teacher	Plymouth State University
Mark J. Parsons, B.S.	Physical Science Teacher	Bridgewater State College
Jodi L. Pendexter, B.S.N.	Nurse	Saint Anselm College
Rebecca T. Price, M.Ed.	Computer/Industrial Arts Teacher	Plymouth State University
Cynthia A. Reid, M.Ed.	Health/Biology Teacher	Plymouth State College
Gina Rosset Smith, M.Ed.	Paraeducator	Plymouth State College
Janet M. Sanguedolce, M.A.	Art Teacher	Plymouth State College
Kimberly Seitzinger, M.A.	Special Education Teacher	University of Massachusetts
Melanie Siek	Special Education Paraeducator	
Cynthia L. Skaff, A.A.	Special Education Paraeducator	Lakes Region Community College
Nancy A. Stetson, B.A.	Foreign Language Teacher	University of New Hampshire
Brent A. Summers, B.A.	Industrial Arts/Technology Education Teacher	University of Arizona
Brian A. Sutherland, M.A.	Guidance Counselor	Fitchburg State College
Carol Swedberg, B.A.	Special Education Paraeducator	Bates College
Deborah L. Ulm	Paraeducator	
Joyce M. Warburton, B.A.	Biology/Chemistry Teacher	New England College
William A. West, M.A.	Special Education Teacher	University of Northern Colorado
Marilyn W. Whalley, B.S.	Special Education Paraeducator	University of New Hampshire
Alicia A. White, A.S.	Secretary	Dean College
Gene Wilmot	Custodian	
Donna A. Winsor	Paraeducator	

Inter-Lakes Personnel 2011-2012 School Year

Sandwich Central School (Grades K - 6)

Name	Position	Educational Information
John T. Hansen, M.Ed.	Teaching Principal	Plymouth State College
Alexandra J. Adriance	Secretary	
Joanne C. Bickford, B.A.	Special Education Paraeducator	Regis College
Nancy E. Bickford, B.S.	Physical Education Teacher	Plymouth State College
Justin K. Chapman, M.Ed.	Upper Multi-Age (4/5) Teacher	University of New Hampshire
Sarah Cunningham, B.S.	Special Education Paraeducator	University of New Hampshire
Diane H. Decker-Booty, A.S.	Special Education Paraeducator	State University of New York
Brenda Grad	Custodian	
Candice Graham, B.A.	Music Teacher	The Hartt School
Kathleen Greene, B.A.	Spanish Teacher	University of Southern California
Jeremy H. Hillger, B.S.	Grade 6 Teacher	Plymouth State College
Mona Rae Hoefs, M.Ed.	Instrumental Music Teacher	Lesley University
Heather R. Littlefield, M.Ed.	Middle Multi-Age (2/3) Teacher	University of New Hampshire
K. Anne Lloyd, M.Ed.	Special Education Teacher	Rivier College
Jodi Pendexter, B.S.N.	Nurse	St. Anselm College
Jennifer L. Petitti, B.A.	Primary Multi-Age (K-1) Teacher	Gwynedd Mercy College
Katherine W. Ryan, B.A.	Art Teacher/Library Media Assistant	Monmouth College
Ashley Shuffleton, M.Ed.	Guidance Counselor	Plymouth State University
Heather Wyman, B.S.	Middle Multi-Age (2-3) Teacher	Plymouth State University

Administrative Personnel School Administrative Unit #2

Name	Position	Educational Information
Phillip G. McCormack, Ed.D.	Superintendent of Schools	Boston University
Patricia M. Temperino, M.B.A., C.A.G.S.	Assistant Superintendent	Plymouth State University
Charles L. DiCecca, M.Ed., C.A.G.S.	Special Education Director	Northeastern University
Jefferson Braman, M.B.A.	Accountant	Plymouth State University
Ashley L. Dolloff, M.B.A.	Bookkeeper/Benefits Coordinator	Plymouth State University
Sandra S. Glavey, B.S.	Bookkeeper/Benefits Coordinator	Plymouth State College
Jodi K. Lamoureux, A.S.	Executive Administrative Assistant	NH Community Technical College
Maribeth Ryan, B.A.	Federal Funds Bookkeeper/ Special Education Assistant	Emmanuel College

Inter-Lakes High School Class of 2011

Theodore Willey
Adam Merkwan

President
Vice President

Nicholas Sapack
Evan Mega

Treasurer
Secretary

Tristan Adriance
Kelly Ainsworth
Kyle Amaral
Dylan Anderson
Brittany Andrews
Heather Andrews
Thomas Andrews
Mathew Aronofsky
Samuel Baggaley
Samuel Baker
Nicole Beland
Isaac Billin
Rebecca Bissonnette
Logan Brown
Rebecca Brunelle
Alex Butcher-Nesbitt
Alex Candage
Emily Carrigg
Chad Clive
Victoria Coffaro
Brendan Combs
Mitchell Conforti
Kori Conroy-Hefler
Cody Cook
Michelle Corliss
Nancy Crowell
Katherine Curnyn
Keith Dolan
Sean Donohoe

Veronica Donovan
Mary Duso
Alix Euiler
James Findlay
Zachery Fregeau
David Gagnon
Mark Getty
Dustin Gilpatric
Michelle Grace
Joshua Guilmette
Ariana Gunderson
Sven Gustafson*
Nicole Haines
Carl Harris
Austin Hart*
Dylan Hart
Samantha Hart
Ashley Hood
Chloe Hood*
Gabrielle Hurd
Aaron Ingari
Nicole Jenkins
Eliot Johnson*
Jacob Johnson
Zachary Johnson
Dana Kenerson
Tyler Manville
Seth Martel
M. Galya Martin
Evan Mega*

Adam Merkwan*
Angela Michalski
Nicole Moodie
Galen Muskat*
Joshua Nelson
Amanda Noel
Matthew Otis*
Carmen Patraw
Cassie Penley
Olivia Phillips
Thomas Phillips
Devan Plyler
Kimberly Ryan
Nicholas Sapack*
Elise Sirois
Dennis Smith
Matthew Smith
Thomas Smith
Violet Snook
Sophia Swedberg
Megan Swingle
Sara Thurston
Tyler Trefrey
Todd VanZandt
Shannon White
Theodore Willey*
Alexandra Woodaman
Gracia Woodman
Roland Zeiler

*Denotes top 10%

2011 Graduation Awards

American Legion Post No. 33 Citizenship Prize	Sven Gustafson
American Legion Post No. 33 Prize	Alex Butcher-Nesbitt
Alumni Loyalty Cup	Nicholas Sapack
Roger H. Wyatt Memorial Trophy	Isaac Billin
Huntress All-Around Achievement Cup	Galen Muskat
Daughters of the American Revolution Award	Matthew Otis
Technology Award	Evan Mega and Todd VanZandt
Robert Pottle Memorial Trophy (Male)	Matthew Otis
Robert Pottle Memorial Trophy (Female)	Sophia Swedberg
Meredith Rotary Business Award	Cody Cook
Meredith Rotary Math Award	Eliot Johnson and Evan Mega
Faculty Award (Male)	Nicholas Sapack
Faculty Award (Female)	Kelly Ainsworth
Joseph F. Smith, Jr. Award	Carl (CJ) Harris
Inter-Lakes Chapter of the National Honor Society English Achievement Award	Galen Muskat
Babe Ruth Award (Male)	Isaac Billin
Babe Ruth Award (Female)	Kelly Ainsworth

Inter-Lakes High School 2011 Awards

Abatiell, Chad	Highest Achievement in Honors Algebra 2, Most Improved in Semester 2 Chemistry
Adriance, Cody	Excellence in Sophomore Survey
Ainsworth, Benjamin	Most Improved in AP US History
Ainsworth, Kelly	Granite State Scholar
Andrews, Heather	Huot Tech
Andrews, Quincy	Excellence in Spoken French
Baggaley, Samuel	Ernie Perkins, Granite State Scholar
Beland, Nicole	Excellence in Drawing & Painting, Granite State Scholar
Bennett, Kayleigh	The Laker Award, Stopmotion Animation Award
Bertholet III, Raymond	Outstanding Effort in Global Foods, Excellent Effort in Geometry
Billin, Isaac	Granite State Scholar
Borders, Brian	St. Paul's
Brady, Brooke	Nova Net Award
Brady, Jennifer	Excellence in AP Language and Composition, Excellence in Advanced Algebra and Trigonometry, Thoreau Environmentalist, University of Rochester - Bausch & Lomb Medal, Holy Cross Book Award
Brirch, Krista	Outstanding Spirit
Brown, Allison	Excellence in French IV, Elmira College Book Award, Excellence in French III
Brown, Joshua	Highest Average, Excellence in Physical Science
Brown, Kendria	Excellence in Honors Sophomore Seminar
Brown, Logan	Granite State Scholar
Brunelle, Rebecca	Granite State Scholar
Bryan Johnson	Excellence in Spanish V
Butcher-Nesbitt, Alex	President's Award for Educational Excellence, Granite State Scholar, Analytical Historic Writing
Cappachietti, Christina	Excellence in English II: The American Dream, Best Graphic Designer
Carrigg, Emily	Granite State Scholar
Casella-Sullivan, Jaci	Highest Average in Sophomore Survey
Cash, Nicole	Best Designer, Most Improved
Cashman, Mark	Excellence in Robotics, Running Start/Marketing
Chappuis, Reese	Outstanding Performance in Honors Algebra II
Chappuis, Reese	Excellence in Business
Chappuis, Reese	Highest Achievement in AP Computer Science
Chase, Samantha	Excellence in Ceramics I
Clive, Chad	Excellence in Art II
Cody Adriance	Highest Average in Geometry
Coffaro, Victoria	Senior Graphic Design Award
Colby, Chelsea	Overall Excellence in Honors Sophomore Seminar, Excellence in Business, Excellence in Spanish II, Outstanding Performance in Honors Algebra II
Combs, Brendan	Excellence in World Literature
Connell, John	Outstanding Effort in Global Foods
Cook, Cody	President's Award for Educational Excellence
Coppola, Arin	Excellence in French IA, Excellence in Drawing & Painting
Cotter, Alexandra	Outstanding Effort in Child Development, The Laker Award, Overall Excellence in English 9
Coulter, Jeffrey	Outstanding Effort in Family and Consumer Science
Crowell, Nancy	Excellence in Advanced Spanish
Curnyn, Katherine	Excellence in French II, Excellence in French III
Curran, Jacqueline	Excellence in English 11: The American Dream, Most Improved Second Semester

Inter-Lakes High School 2011 Awards

Danielovich, Alexander	Saint Michael's Book Award, Excellence in Graphics I
DelRossi, Tricia	Most Improved in Geometry
Dennis, Allie	Video Production Award, Highest Average English
Desjarlais, Tyrus	Outstanding First Year Rider
Donahoe, Kendall	Advance Placement English: Language and Composition Academic Excellence, Excellence in Spanish IV, Scholar and Rider, Excellence in Honors Advanced Algebra and Trigonometry, Academic Excellence in Chemistry, Harvard Book
Donahue, Max	Excellence in Sculpture
Donohoe, Sean	Frank Lloyd Wright Award
Donovan, Veronica	President's Award for Educational Achievement
Duffield, Natalie	Excellence in Spanish IB
Dunlap, Matthew	Video Production Honorable Mention
Duymazler, Leyla	Excellence in Socratic Seminar
Eifert, Lauren	Excellence in French III, Excellence in French IV
Euiler, Robert	Excellence in Ceramics I
Evan Mega	Advanced Placement English 12 Poet Lauriate, Highest Achievement in AP Computer Science
Findlay, John	Huot Tech
Frazier, Kaitlyn	Excellence in French II
Gagnon, David	Running Start/Marketing-Certificate
Gagnon, Michael	Outstanding Performance in Honors Geometry
Giroux, Trevor	Best Craftsman
Goodheart, Kira	Excellence in Spanish II, Excellence in Spanish III
Grace, Michelle	President's Award for Educational Achievement
Guilmette, Sarah	Outstanding Spirit, Academic Excellence: The American Dream, Excellence in Spanish IB, Perfect Attendance
Gunderson, Aiana	Excellence in World Literature, Outstanding Team Captain, Granite State Scholar
Gustafson, Kira	Excellence in Art II
Gustafson, Sven	President's Award for Educational Excellence, Granite State Scholar, Outstanding Effort in Advanced Placement, Academic Excellence in Human Anatomy & Physiology
Haines, Nicole	Excellence in Finance, Excellence in World Literature
Hambrook, Ryan	Most Improved World Honors
Harris, CJ	President's Award for Educational Achievement
Hart, Austin	Army Reserve Scholar/Athlete, President's Award for Educational Excellence, Granite State Scholar
Hood, Ashley	Granite State Scholar
Hood, Chloe	Excellence in Art II, Granite State Scholar
Hutchins, Elizabeth	Excellence in Spanish IA
Ingari, Aaron	Granite State Scholar
Ingari, Joyce	The Writer's Award for Honors Sophomore Seminar, Excellence in Spanish III
Jenkins, Nicole	Excellence in Spanish III, President's Award for Educational Excellence, Granite State Scholar, AP English 12 Honor Award
Johnson, Eliot	Highest Achievement in AP Computer Science, Highest Achievement in AP Calculus, Granite State Scholar, President's Award for Educational Excellence
Johnson, Jacob	Granite State Scholar
Johnson, Natalie	Highest Average and Outstanding Effort in Child Development, Excellence in Spanish IB
Johnston, William	Excellence in Sophomore English
Jurius, Hayden	Elmira College Book Award, Excellence in AP Language and Composition, University of Rochester - George Eastman Medal
Jurius, Mitchell	Outstanding Performance in Honors Algebra II, Excellence in Spanish IB, Highest Average Honors Trig/Algebra
Karageorges, Alec	Excellence in English II: The American Dream

Inter-Lakes High School 2011 Awards

Kelly, Taylor	The Laker Award
Kelly, Teghan	Excellence in Ceramics I
Klingler, Justin	Outstanding Effort in Family and Consumer Science, Outstanding Effort in Spanish 1B
Langille, Conor	Excellence in Graphics I, Excellence in Spanish II, Excellence in Foundations of Photography, University of Michigan Book Award
Leone, Rachel	Excellence in English II: The American Dream, St. Paul's, University of Rochester - Frederick Douglass Medal, Smith Book Award, Highest Average in Honors Trig/Algebra
Lilley, Antonia	Excellence in Art I
Little, Brittany	Excellence in AP Language and Composition
Locke, Peter	Excellence in 3D Animation, Perfect Attendance
Lowth, Hayes	Excellence in Spanish II
Mahoney, Sean	Excellence in Business, Excellence in AVID
Mailand, Dillon	Sam Maloof Award
Mailand, Samuel	St. Paul's, Rensselaer Medal, University of Rochester - Xerox Award Medal
Manna, Matthew	The Laker Award
Martin, Brandon	Outstanding Effort in Family and Consumer Science
Martin, Melissa	Highest Average in Basics of Baking
Martin, Tanner	Excellence in Graphics II
McNeil, Tiffany	Outstanding Spirit
Mega, Evan	President's Award for Educational Excellence, Granite State Scholar,
Mega, Tyler	The Ralph Waldo Emerson Award, Excellence in Graphic Arts III
Meghan Warburton	Excellence in Jewelry Making
Merkwan, Adam	Excellence in Oral Proficiency (Spanish), Animation and Video Production Excellence in Filmmaking Award, President's Award for Educational Excellence, Granite State Scholar
Moodie, Nicole	Excellence in Modern European History, Granite State Scholar
Morrison, Jarvis	Highest Average in Geometry, Highest Achievement in Algebra IB
Morrow, Braelynne	Excellence in Spanish II, Excellence in Advanced Algebra and Trigonometry
Muskat, Galen	Harold Bloom Award, Excellence in French V, Historical Insight Award, AP Scholar Award in AP English Literature and Composition, Chris Gibb, President's Award for Educational Excellence, Granite State Scholar
Nelson, Joshua	Granite State Scholar
O'Connell, Finian	Excellence in Physical Science
Otis, Matthew	Excellence in Physics, President's Award for Educational Excellence, Granite State Scholar
Parker, Shelvy	Academic Excellence: The American Dream
Penley, Cassie	President's Award for Educational Achievement
Petitti, Jonathan	Nova Net Award
Plyler, Devan	The Socrates Award in AP English Literature and Composition
Reid, Megan	Excellence in Spanish II
Richards, Tiffany	Excellence in AVID, Outstanding Oral Proficiency in Spanish
Roberge, Hanna	Excellence in French III
Roth, Hayley	The Laker Award
Roubo, Christpher	Best Craftsman
Ryan, Kimberly	Granite State Scholar
Santucci, Tyler	Best Graphic Designer, Academic Excellence: The American Dream
Sapack, Nicholas	Academic Excellence in Advanced Chemistry, Excellence in Spanish III, Animation and Video Production Excellence in Filmmaking Award, Granite State Scholar
Schofiled, Jessica	Excellence in Spanish IA
Shedd, Jamie	Nova Net Award
Shuffleton, Megan	St. Paul's

Inter-Lakes High School 2011 Awards

Simpson, Joshua	The Laker Award, Overall Excellence in English 9
Sirois, Elise	Running Start/Marketing-Certificate
Smith, Stephen	Most Improved in Algebra IB, Best Craftsman
Snook, Violet	Art Dedication Award, President's Award for Educational Achievement
Snyder, Ryan	Excellence in AVID
Sorell, Savannah	The Laker Award
Stafford, Ivy	Excellence in Spanish II
Stearns, Matthew	Academic Excellence: The American Dream
Stevens, Madelyn	Excellence in French III
Sundius, Sarah	Highest Average World Honors, Highest Average in Physical Science, Overall Excellence in English 9
Swedberg, Lydia	Excellence in Ceramics I, Highest Average World Honors, Excellence in Spanish IA
Swedberg, Sophia	Running Start/Marketing-Certificate, Granite State Scholar, Excellence in Marketing, Army Reserve Scholar/Athlete
Taylor, Heather	Academic Excellence: The American Dream, Saint Michael's Book Award
Terrio, Stephen	Academic Excellence: The American Dream
Thurston, Sara	Huot Tech, Granite State Scholar, President's Award for Educational Achievement
True, William	Outstanding Achievement in Sophomore Survey
VanZandt, Todd	Thomas Edison Award, Press Master Award
Warburton, Maeghan	Excellence in Physical Science, The Laker Award, Overall Excellence in English 9
Webster, Tori	Excellence in Spanish II, Outstanding Effort in Spanish 1B, Outstanding Performance in Geometry
Welch, Patrick	Academic Excellence: The American Dream
White, Shannon	Granite State Scholar
Whitt, Sarah	Outstanding Effort in Family and Consumer Science, Highest Average in Interior Design
Wiggin, Casey	Outstanding Effort in Family and Consumer Science, Outstanding Achievement in Sophomore Survey
Willey, Theodore	President's Award for Educational Excellence, Granite State Scholar
Wilson, Jessica	Outstanding Effort in Family and Consumer Science
Wood, Robert	St. Paul's
Woodaman, Gracia	Granite State Scholar
Woodman, Alexandra	Granite State Scholar
Zachary Johnson	Granite State Scholar

